



# SAN JOAQUIN COUNTY MEMBERS **BARGAINING UPDATE #3** **JUNE 15, 2022**

On June 15, 2022, the SEIU 1021 San Joaquin County Bargaining Team met with management. Several proposals were exchanged. Our following two bargaining dates are Thursday, June 30, and Wednesday, July 13. July 13 is also the date that all new proposals must be submitted.

## **WE MADE THE FOLLOWING PROPOSALS:**

- **SEIU 1021 Executive Board release time** for 14 days per member per calendar year;
- **Medical coverage for part-time employees:** Non-Healthcare Professionals replace the word “mandatory” with “optional.” That is plan C coverage for part-time workers who work a 50-hour-per-pay-period average;
- **Continuation of Insurance Benefits While on Leave of Absence—aka the 41-hour rule:** Our position is that we do not have to use 41 hours per pay period to get the County contribution to our medical benefits. We just have to make our payment for our share;
- **Sick Leave Usage:** part-time employees can accrue up to 10 days per year and use the time in 15-minute increments;
- **Regular Holiday Compensation:** standardize the language for all contracts, giving more flexibility for accruing holiday time when the office is closed;
- **Floating Holidays:** eliminate flexible holidays so that all employees, including part-time employees, get floating holidays;
- **Bereavement Leave:** expand family-member eligibility for bereavement usage;
- **Overtime:** part-time employees earn overtime after 8 hours worked in a shift, not the current 12;
- **Jury Duty:** expand to part-time workers the ability to be paid for attending or serving jury duty;
- **Part-time step increase:** changes that part-time employees earn step increases every 2,080 hours from the first date of hire up until they reach the top step of their specific salary scale;
- **Rain Gear:** Any member at the Sheriff's Office will get rain gear if required to work in inclement weather;
- **Part-Time employee serious discipline appeal:** changes process to a hearing with an appeal to HR director if not followed correctly.

On the other side are management's proposals



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## **SAN JOAQUIN COUNTY MANAGEMENT MADE THE FOLLOWING PROPOSALS:**

- **Title change for section 1** management rights;
- **Another proposal on 1.4.1**: ADA and FEHA re-adding in the 10-day management response deadline;
- **Deleting the sick leave abuse section** of the contract;
- **Clarifying language** on Continuing Education Leave
- **Personal Medical Leave**: clarifying language on who can provide approvals.
- **Catastrophic Leave**: clarifying language
- **Leaves for Civil Service Exams and interviews**: time off with pay, including part-time employees.
- **Re-employment or reinstatement leave accruals rates and pay**: the restoration of sick leave time, accrual of vacation at the level when left the County previously.
- **Salaries**: 44-month term raises of 4%, 3%, 2%, and no raise in the 4th year. We questioned this, and they informed us we could counter with an amount;
  - **We countered with 44-month contract with 12%, 11%, 10%, 9%;**
- **Shift differential**: incorporating the Clinical Lab tech amount into the Professional Contract.
- **Stand By Pay**: incorporating the OR Tech series in the Para Professional Contract;
- **Intake and Assessment Supplement**: eliminates the management requirement of an authored memorandum to get the supplement. If you do the work, you get the supplement;
- **Bi-Lingual**: eliminates the two levels. All employees who qualify will get the \$0.82 cents an hour level. (we will make a counter-proposal);
- **Call back overtime**: would clarify payment status per call (we will discuss this with management more at future sessions) and add a section for those on callback which do not have to leave their homes to do their call back work;
- **Job sharing**: grandfather in the four workers who currently participate in job share and eliminate any future job-sharing opportunities;
- **Part-time step increases**: the county proposal is extremely close to the union proposal;
- **Underfilling**: clarifies the correct and updated titles which can perform the underfilling for the EW worker series;
- **Part-time employment**: health care professionals - clarifying language for Section 7 part-time workers with benefits;
- **Compliance with part-time/temporary definitions**: eliminates outdated language/dates.

On the other side are our proposals