



SAN JOAQUIN COUNTY CHAPTER BARGAINING UPDATE #4 JUNE 30, 2022

WHAT HAPPENED

We asked for clarification on management using contract employees at the landfills. We offered to management that if they changed the starting pay of Highway Maintenance Worker I, they would have a more successful rate of filling those positions.

We brought up that the same contract agency was still supplying workers at the Hospital when we were told that this would be lessening or going away. Management told us that they would look into it.

On underfilling, we pointed out that if a Senior Office Assistant underfilled for a Collection Clerk, it would be considered a promotion, and we would ask for above-class pay.

Our position on the 41-hour rule is that management cannot demand an employee who is on an approved leave from the county be made to use 41 hours if they do not have it and pay for their benefits portion ahead of time as in the contract (2 weeks prior) is sufficient. Management's concern is that someone could be on leave long-term (over one year), make their contribution, and get full medical benefits while not working. We will continue to explore solutions to this with the county.

We will make proposals to protect those still doing job share—more details to come.

(See on the back for more details.)

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We passed proposals for Juneteenth and Cesar Chavez Day to be recognized as holidays.

We also passed a proposal around work site closure to ensure that all impacted workers receive Admin pay while a site is closed.

We also gave an updated Executive Board Release time proposal to management.

Management proposed medical benefits for both full and part-time workers. We have to go through that proposal and have not taken any positions on it. The same applies to management's proposal around flexible schedules.

Management also proposed sick-leave usage, which impacts our part-time workers. If a part-time worker uses sick leave, they have to use a minimum of 2 hours. We have proposed that it be lowered to 15-minute increments. Management countered with 1 hour. We will be making further counter-proposals.

Our next bargaining date is Wednesday, July 13, when management will submit their next financial proposal. All new proposals will have to be made on that date.

(See on the front for more details.)

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