



SAN JOAQUIN COUNTY CHAPTER BARGAINING UPDATE #8 AUGUST 17, 2022

WHAT HAPPENED

Highlights from our eighth bargaining session are below:

We signed a Tentative Agreement on bereavement leave!

The following are a series of our counter-proposals to county management:

- **Holidays:** Management proposed that the maximum value of any holiday be 8 hours. We countered that the maximum value should correspond to the schedule that an individual employee works. For example, if an employee works 10-hour shifts and Christmas falls on a Tuesday, then the employee would receive 10 hours of pay instead of the 8 hours & have to dip into one of their time banks to make up the other 2 hours.
- **Rain gear:** We counter-proposed that the Supervisors unit of the Department of Public Works should be included if they routinely have to work in inclement weather.
- **Boot reimbursements:** We submitted a counter-proposal that all reimbursements become an allowance due to the time some say it takes to get reimbursed. Management countered by stating that some classifications need to be under a reimbursement since there is no way to know who should get the allowance. We discussed management's counter, concluding that we find that acceptable but will counter-propose a time limit for reimbursement to be received.
- **Continuation of insurance when on leave:** Also infamously known as the 41-hour rule, we counter-proposed to management that an individual employee should only have to use the necessary hours needed to pay the employee portion of their benefits (i.e., medical, dental, vision, life insurance, etc.).

Management gave us counter-proposals predominantly around boots reimbursements and medical insurance. Management indicated that they are willing to include language that if the Kaiser Permanente plan ever drops, they will meet and confer over the impact of discontinuing the health insurance plan.

To be clear: Management has not said that they are moving away from Kaiser, but their proposal omits the Kaiser name from the contract. We want to ensure that management does not move away from the plan.

Our next bargaining session is Wednesday, August 24, at which point we expect management to deliver their next financial proposal.

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