



SAN JOAQUIN COUNTY CHAPTER BARGAINING UPDATE #9 AUGUST 24, 2022

WHAT HAPPENED

In meeting with San Joaquin County management for our ninth bargaining session, your bargaining team made the following counter-proposals:

- For the Trades, Labor, and Industry unit: All members who hold a commercial license be compensated 2.5%.
- For retirement contributions and retirement benefits: We want to remove the language that states “the Legislature’s stated intent” regarding the *California Public Employees’ Pension Reform Act (PEPRA)*. We objected to that language because we were not present when *PEPRA* was written and did not know the stated intent. Instead, we rely on the documented words of the legislation.
- Facility pay: counter proposed the grandfathering in of workers to receive the pay as “pay always” and not just for hours spent in certain locked down areas.
- Alternative schedules: we understand that management wants to expand the use of alternative schedules for individuals to aid in the recruitment and retention of good employees. We ask that when one of these agreements is reached, we receive a copy of the agreement for our records. Any proposals impacting an entire department will still have to be met and conferred before implementation.
- Floating holidays: We proposed that Cesar Chavez Day (March 31) be recognized instead of California Admission Day (September 9).
- Uniform allowance in the Safety, Investigative, and Custodial unit: We are asking for increases up to \$550 per year in a lump sum.
- Boot allowance: We ask that all reimbursements happen within 30 days of a receipt being submitted.
- Behavioral Health Services clerical supplement: We countered-proposed at 4%.

County management made the following counter-proposals:

- Shift differential: No increase in the amounts paid but adding a \$1-per-hour weekend shift differential.
- Standby pay: Increase the standby pay to 25%. Currently, it is 20%. We will sign off on this at next week’s bargaining session.
- Language changes: Specifically to retirement proposals, we will also sign off on next week.

*Read more about the wage proposals and tentative agreements signed on the back
(Page 1 of 2)*



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WHAT HAPPENED

Wage proposals:

Management's offer:

- Year one: 6% effective the first pay period after ratification or on October 24.
- Year two: 5% on October 23, 2023
- Year three: 2% on October 21, 2024
- Year four: 2% on October 20, 2025
- Contract expiration: June 30, 2026

Management said they were open to our counter-proposal on payment dates.

Our counter-proposal:

- Year one: 9% on October 21, 2022
- Year two: 8% on July 1, 2023 (roughly eight months after the first payment)
- Year three: 4% on July 1, 2024
- Year four: 4% on July 1, 2025
- Contract expiration: June 30, 2026

We signed off on the following tentative agreements:

- Any classification that the salary is below minimum wage will be moved at least to the minimum wage and all other steps adjusted accordingly;
- Expanding the Correctional Health supplemental pay to include the mental health clinician and dental assistant;
- Expanding who receives the supplemental pay for working in the Medical Guarded Unit and Special Care Clinic at San Joaquin General Hospital;
- 3% supplement for workers at the Jail who supervise or work with inmates (sheriff central services worker, sheriff central services assistant, sheriff inmate labor specialist, and sheriff material specialist);
- 2% supplement for workers in the Auditor-Controller's Office who possess a certified internal auditor certificate;
- Increase in the downtown parking supplement (\$3 per month);
- Armed officers pay of 2.5% for juvenile detention officers who will be transporting inmates;
- 5% shelter facility pay supplement for workers assigned to Mary Graham Children's Shelter;
- Expanding county provided raingear for workers in the Trades, Labor, and Industry unit, Safety, Investigative & Custodial unit, and Supervisors unit.

We then signed off on the facility pay language, including the grandfathering clause.

We meet with management next week, and they indicated to us that they will have another response to our financial proposal.

*Read more about the counter-proposals between the
Bargaining Team and county management on the front
(Page 2 of 2)*