



SAN JOAQUIN COUNTY CHAPTER BARGAINING UPDATE #10 AUGUST 31, 2022

WHAT HAPPENED

At our tenth bargaining session with San Joaquin County management, we discussed outstanding proposals that neither side has responded to during our contract negotiations. Down below are the highlights from yesterday's bargaining session.

We made the following counter-proposals:

- In Section 2.9 (the 41-hour rule), instead of 41 hours, we proposed that only ten hours be used per pay period on an approved, unprotected leave to get the county's share of the premium costs.
- For communications dispatchers, we proposed that holding an Intermediate POST certificate receive a 2% supplement, and having an Advanced POST certificate receive a 4% supplement. The county is already willing to give 3% for holding a dispatch supervisory certificate.
- Upon turning in a valid receipt, we proposed for boot reimbursements to occur within 30 days for the Paraprofessional Unit.
- On work site closures, we proposed how the county should pay employees should a worksite close, and there is nowhere else for employees to conduct their work. We came to an agreement on this section.
- We proposed how part-time employees should get step increases that take away being taken off payroll for a manager scheduling someone in a way that causes them to be taken off near the end of the fiscal year. We came to an agreement on that, securing a significant win for our part-time members.
- We made proposals for the Office & Office Technical Unit and Technical Unit to increase uniform allowances by \$3 per pay period.
- We proposed a shift differential for the weekend, stating that weekend shifts begin at 5 pm on Friday. Management countered with 7 pm on Friday, and we came to an agreement. That will now pay those who work on the weekends an additional \$1 per hour once the contract is ratified.
- We made a proposal for callback time, keeping existing language the same relating to the 3-hour callback minimum per call but adding times for those who are on standby and have to perform tasks without leaving their homes. We signed an agreement on that.

County management made the following counter-proposals today:

- Part-time serious discipline appeal: Adds timelines for the department to respond to requests for appeals and also adds an appeal to the Director of Human Resources should the department ignore the initial request.
- Management proposed under the "41-hour" section of 2.9 that an employee uses 35 hours per pay period in an approved, unprotected status.
- Management also accepted our proposal to add Cesar Chavez Day as a recognized floating holiday, replacing California Admission Day.
- Management proposed that flexible holidays will be eliminated on July 1, 2023. At that time, under management's proposal, all employees will start enjoying the floating holiday benefit.
- Management agreed to our proposal of a 7% spread for supervisors over those they supervise. That will be either in a salary adjustment or by supplement, depending on whom a supervisor supervises.
- We have an agreement in principle on alternative work schedules. We are working through the telework agreement and AWS Form.

*Read more about the wage proposals and more on the back
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WHAT HAPPENED

Wage proposals:

Management's offer:

- Year one: 6% on October 24, 2022
- Year two: 5% on October 23, 2023
- Year three: 2% on October 21, 2024
- Year four: 2.5% on October 20, 2025
- Contract expiration: June 30, 2026

Our counter-proposal:

- Year one: 8% on October 21, 2022
- Year two: 7% on July 1, 2023 (approximately 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

During our discussion on wage proposals, management conveyed that they are nearing the end of what they can offer. Management will return with a response when we next meet on Wednesday, September 7.

We also withdrew the following proposals after management expressed that they did not have the authority to fund them:

- Jury duty (paying part-time workers for attending jury duty)
- Longevity
- Human Services Agency Court Unit 7% Supplement
- Public Health Adverse Event leave bank
- Public Health Adverse Event Supplemental pay

*Read more about the counter-proposals between us and management on the front
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