

COUNTY COUNTER PROPOSAL v2 TO UP 14 and UP 16

TENTATIVE AGREEMENT

APPENDIX B: CLASSIFICATIONS COVERED BY ARTICLE 10.6 – SAFETY EQUIPMENT AND SAFETY UNIFORMS, COUNTY ISSUED UNIFORMS, UNIFORM ALLOWANCE, AND SAFETY BOOTS / SHOES ALLOWANCE

Amend Appendix B: *Classifications Covered by Article 10.6 – Safety Equipment and Safety Uniforms, County Issued Uniforms, Uniform Allowance, and Safety Boots / Shoes Allowance* as follows:

This Appendix B is an attachment to Article 10 and is incorporated into Article 10 by this reference and the reference in Article 10.

10.6.2 County Issued Uniforms

- Airport Operations Specialist Trainee
- Airport Operations Specialist
- Airport Operations Supervisor
- Animal Control Officer I/II
- Animal Care Assistant
- Animal Health Technician
- Assistant Cook
- Bridge Worker
- Bridge Supervisor
- Building Events Worker
- Chef
- Community Services Officer
- Cook
- Detention Assistant
- Detention Specialist I/II
- Detention Specialist Supervisor
- Disposal Worker I/II
- Disposal Supervisor
- Engineering Aide
- Engineering Technician I/II/III/IV
- Fairgrounds Maintenance Worker
- Groundskeeper
- Head Janitor
- Janitor

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- Legal Processor (assigned in the Sheriff's Office)
- Mail Clerk
- Maintenance Assistant
- Maintenance Supervisor I/II
- Maintenance Worker I/II/III
- Marina Attendant
- Marina Supervisor
- Materials Equipment Specialist
- Materials Handler
- Nurse Practitioner/Physicians Assistant
- Park Aide
- Parks & Grounds Maintenance Supervisor
- Parks & Grounds Maintenance Worker I/II
- Park Program Supervisor
- Park Program Assistant
- Park Ranger III
- Park Ranger Assistant
- Park Ranger Trainee
- Parking and Facility Officer
- Probation Assistant (assigned to Youth Camp)
- Senior Airport Operations Specialist
- Senior Detention Specialist
- Senior Fairgrounds Maintenance Worker
- Senior Marina Attendant
- Senior Office Assistant (assigned in the Sheriff's Office)
- Senior Parks & Grounds Maintenance Worker
- Senior Storekeeper
- Supervising Detention Assistant
- Supervising Legal Processor (assigned in the Sheriff's Office)
- Storekeeper
- Supervising Animal Control Officer
- Traffic Maintenance Supervisor I/II
- Traffic Signal Technician
- Traffic Paint and Sign Worker
- Vegetation Specialist
- Vegetation Control Advisor
- Yard Clerk

10.6.3 Water Agency Uniforms

- Automotive Service Worker
- Materials Equipment Specialist
- Storekeeper
- Water Agency Maintenance Supervisor I/II
- Water Agency Maintenance Worker I/II/III

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- Waste Management Specialist
- Water Agency Mechanic Supervisor

10.6.5 Annual Uniform Allowance

- Bridge Worker
- Bridge Supervisor
- Fairgrounds Maintenance Supervisor
- Fairgrounds Maintenance Worker
- Fairgrounds Storekeeper
- Maintenance Supervisor I/II
- Maintenance Worker I/II/III
- Probation Assistant (assigned to the Youth Camp)
- Senior Fairgrounds Maintenance Worker
- Traffic Maintenance Supervisor I/II
- Traffic Paint and Sign Worker
- Vegetation Specialist
- Vegetation Control Advisor

10.6.6 Uniform Cleaning Allowance

1.

- Airport Operations Specialist
- Airport Operations Supervisor
- Airport Operations Trainee
- Disposal Worker I/II
- Disposal Supervisor
- Groundskeeper (assigned to Refuse)
- Senior Airport Operations Specialist

2.

- Bridge Worker
- Senior Bridge Worker
- Bridge Supervisor
- Maintenance Worker I/II/III
- Maintenance Supervisor
- Traffic Paint and Sign Worker
- Traffic Maintenance Supervisor
- Vegetation Specialist
- Vegetation Control Advisor

10.6.7 Safety Boot/Shoe Allowance

- Agricultural Biologist/Standards Specialist I/II/III
- APOSD Assistant Planner**

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- APOSD Associate Planner**
- APOSD Community Relations Assistant**
- APOSD Community Relations Specialist**
- APOSD Geographic Information Systems Analyst**
- APOSD Geographic Information Systems Coordinator**
- APOSD Planner**
- APOSD Senior Planner**
- APOSD Acquisition Assistant**
- APOSD Acquisition Specialist**
- APOSD Senior Acquisition Specialist**
- APOSD Stewardship Supervisor**
- APOSD Technician
- Air Quality Specialist I/II/III**
- Airport Operations Specialist**
- Airport Operations Supervisor**
- Airport Operations Trainee **
- Animal Control Officer I/II
- Animal Care Assistant**
- Animal Health Technician**
- Assistant Building Superintendent
- Bridge Maintenance Supervisor
- Bridge Worker
- Building Inspector I/II
- Chef
- Community Service Officer
- Cook
- Deputy Public Administrator/Guardian/Conservator
- Detention Assistant
- Detention Specialist I/II
- Detention Specialist Supervisor
- Disposal Supervisor
- Disposal Worker I/II
- Engineering Technician I/II/III/IV**
- Events Services Aide*
- Events Services Supervisor
- Events Services Worker
- Fairgrounds Maintenance Worker
- Groundskeeper
- Heavy Equipment Fleet Maintenance Supervisor
- Janitor
- Maintenance Assistant
- Maintenance Supervisor
- Maintenance Worker I/II/III
- Marina Attendant**

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- Marina Supervisor**
- Materials Handler**
- Park Aide*
- Parks & Grounds Maintenance Supervisor**
- Parks & Grounds Maintenance Worker I/II**
- Park Planner
- Park Program Supervisor**
- Park Program Assistant**
- Park Ranger III **
- Park Ranger Assistant*
- Park Ranger Trainee**
- Parking and Facility Officer**
- Probation Assistants (assigned to the Youth Camp)**
- Residential Services Worker
- Senior Agricultural Biologist/Standards Specialist
- Senior Agricultural Program Assistant**
- Senior Airport Operations Specialist**
- Senior Bridge Worker
- Senior Detention Specialist
- Senior Fairgrounds Maintenance Worker
- Senior Marina Attendant**
- Senior Parks & Grounds Maintenance Worker**
- Senior Storekeeper
- Supervising Animal Control Officer
- Supervising Building Inspector
- Supervising Detention Assistant
- Supervising Environmental Health Specialist
- Storekeeper
- Traffic Maintenance Supervisor
- Traffic Paint and Sign Worker
- Traffic Signal Technician**
- Vegetation Specialist
- Vegetation Control Advisor
- Water Agency Engineering Technician I/II/III
- Water Agency Geographic Information Systems Analyst**
- Water Agency Maintenance Supervisor
- Water Agency Maintenance Worker I/II/III
- Water Agency Mechanic Supervisor
- Water Agency SCADA Technology Analyst

*Seasonal or temporary employees who “hold title and perform duties” as listed in Section 10.6.7 (Safety Boot / Shoe Allowance), shall have the option once in each two-year period to receive a voucher toward the purchase of safety boots/shoes.

**Employee in these classification are not entitled to an annual boot allowance and shall be entitled to receive an initial issue of one pair of safety boots and replacement on an as needed basis with approval of the County.



County Signature




Date



SEIU Signature




Date

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TENTATIVE AGREEMENT

NEW SECTIONS: DISASTER SERVICE WORKER ORIENTATION AND DISASTER SERVICE WORKER SHIFT COMPENSATION LEAVE

PROPOSAL:

Add New ~~Article Disasters and Emergencies~~ sections as follows:

~~All employees at the County of Sonoma can be assigned as a Disaster Worker at the County's discretion.~~

~~X.118.24~~ Disaster Service Worker Training Orientation

Any employee that is required to work as a disaster worker will be ~~sufficiently trained~~ oriented in the assignment ~~they are given~~. The County shall provide an opportunity for affected workers to take annual updated training for the common disaster work assignments, ~~including evacuation center work and emergency phone call centers~~ as available.

~~X.217.16~~ Disaster Service Worker Shift Compensation Leave

If an employee's ~~normal shift or regular work schedule~~ day is adjusted due to ~~their a~~ disaster ~~worker service~~ assignments and such adjustment fails to fully cover their regularly scheduled work hours, the employee shall be entitled to a leave of absence with full pay compensated for no less than their regularly scheduled shift(s) for such affected workdays up to their regularly scheduled hours, not to result in overtime. ~~Employees shall suffer no loss of pay due to their shifts being adjusted or split into different days (e.g. when an employee must work a night shift but is unable to work their regular scheduled shift on either day prior or after the disaster shift).~~

~~X.3~~ Critical Services Staffing

~~The County will make every effort to maintain adequate staffing of critical services during a disaster (including but not limited to Adult Protective Services and Child Protective Services emergency response teams) by not over-assigning such workers to disaster worker assignments.~~

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X.4 Disaster Paid Not Worked (DPNW)

In the event the County institutes Disaster Paid Not Worked (DPNW), the established criteria for qualification for DPNW shall be applied evenly across all departments.



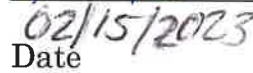
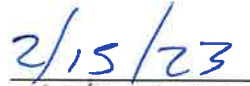
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Jana Blount

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TENTATIVE AGREEMENT

ARTICLE 18.10: ADVISORY COMMITTEES – LABOR/MANAGEMENT

Amend Section D) of Article 18.10 *Advisory Committees – Labor/Management* as follows:

18.10 Advisory Committees – Labor/Management

The County and Union support the creation and utilization of the SEIU Countywide and departmental labor-management committees. The parties acknowledge that it may not be feasible to form committees in every department, particularly small departments, but departments are encouraged to consider utilizing this collaborative problem-solving mechanism, which has proven to be worthwhile and successful.

Labor / Management Advisory Committees shall be comprised and function in the following manner:

D. The committees may review, discuss and make recommendations on a variety of departmental issues of mutual concern. Concerns regarding workloads (**including caseload/workload caps**) within a department are to be taken to the Department Labor Management Committee. If the department does not have a Labor Management Committee, or if the issue is unresolved by the committee, the issue may be referred to the SEIU County Wide Labor Management committee.

Amend Article 18.15 *Workload Accommodation During Vacancies* as follows:

To accommodate workload during periods when there are vacant positions in a work unit, the following criteria will be followed:

- 1) Workloads will be prioritized and **equitably** distributed with input from **affected** staff **including but not limited to conversations between supervisors and affected staff during supervision, as well as among units, sections, and agencies as a whole.**
- 2) The use of **Voluntary** overtime, extra help, temporary workers, interns, retiree registry, increased staffing, supervisory and management support to staff **shall be offered to affected staff** will be considered before **for the duration of the time they are assigned extra** workload is assigned. **If voluntary overtime does not fully address the excess workload, supervisory/managerial support shall be offered. 'Extra workload' is defined as any work that would not be assigned to a worker if their unit were fully staffed.**

TA of
2/15/23

Rich Behr

County Signature

2/15/23

Date

TA Ashlee Zart
Anna Blum
SEIU Signature

2/15/23

02/13/2023
Date

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TENTATIVE AGREEMENT

ARTICLE 18.1.2: SAFETY PROGRAM

Amend Article 18.1.2 *Safety Program* as follows:


The County provides an Occupational Safety and Health Program in accordance with Sonoma County Administrative Policy 6-4 Safety Management Policy and Sonoma County Safety Management Program adopted by the Board of Supervisors on February 26, 2008, Resolution #08-0157. County Departments will update and maintain their Emergency Action Plan in accordance with the Sonoma County Administrative Policy 6-4 Safety Management Policy and Sonoma County Safety Management Program



County Signature

2/15/23

Date

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SEIU Signature

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