

**SEIU Local 521 proposal for  
Bargaining Units 2,3,4,12,22 & 36  
May 17, 2012**

1. The term of the MOU is October 31, 2011 to November 2, 2014
2. One percent (1%) pay cut for all job classifications from the salaries in place as of October 30, 2011 prior to the imposition.
3. Counter to County's Annual Leave proposal-Still evaluating the information the County provided to us.
4. Counter to County's Step proposal- Still evaluating the information the County provided to us.
5. Counter to County's Correctional Officer's Educational Incentive proposal- Still evaluating the information the County provided to us.
6. Counter to County's Comp Time proposal- Still evaluating the information the County provided to us.
7. Counter to County's Direct Deposit proposal- Still evaluating the information the County provided to us
8. Counter to County's extending probation time proposal- Still evaluating the information the County provided to us.
9. The County agrees to contribute the same toward employees health insurance:
  - a. Two Hundred eight dollars & six cents (\$208.06) for employee only per pay period.
  - b. Ninety five dollars (\$95) plus the employee only contribution (a) for any employee choosing spouse or children coverage.
  - c. One hundred dollars (\$100) plus the employee only contribution (a) for any employee choosing family coverage.
  - d. SEIU Local 521 and the County agree that SEIU Local 521 is able to withdraw it's represented employees from the County provided Health Benefit plans at any time.
  - e. The County agrees to contribute the above amounts to SEIU Local 521 represented employees for the term of this M.O.U.
10. Employee Representation rights proposal attached.
11. Labor/Management Employee evaluation committee;
  - a. The committee will be comprised of 2 employees selected by SEIU Local 521 and 2 employees selected by the Department Head.

- b. The committee can only evaluate and change the rating. The committee cannot change any narrative in the evaluation.
  - c. The committee must meet within 30 calendar days from when the employee submits a request for the committee to consider their evaluation.
  - d. The employee must submit in writing at least 5 days prior to the committee meeting their position on the evaluation.
  - e. The rater may submit in writing at least 5 days prior to the committee meeting their justification for the rating.
  - f. The Labor Management Employee evaluation committee must make their recommendation to the Department Head within 7 calendar day from them meeting.
12. Add to Shop Steward articles: If there is no Shop Steward available to represent a SEIU Local 521 represented employee in a department the County agrees that SEIU Local 521 can assign a Shop Steward from another department.
13. Bargaining Unit #2-Addendum on Jail Work Redesign return to language prior to imposition- with the following changes:
- a. the 149 and 180 numbers are changed to forty-five (45%) percent.
14. Bargaining Units #2 & 36- Addendum on Juvenile Justice Campus proposal attached
15. Bargaining Units #2 & 36-PORBR proposal attached.
16. Bargaining Units #2 & 36-JJC Annual Vacation schedule proposal attached.
17. Bargaining Units #2 & 36-JCO Shift assignment proposal attached.
18. Bargaining Unit#2-CO SWAPS-Return to language prior to imposition
19. Bargaining Unit#2- Physician's Statement- Return to language prior to imposition.
20. Bargaining Unit#4-Bilingual Caseload-Return to language prior to imposition.
21. Uninterrupted Process Time-Return to language prior to imposition and add to BU 2 for Child Support Officers.
22. Bilingual Skills pay- Return to language prior to imposition.
23. CPS differential- Return to language prior to imposition, delete CPS and add all case carrying Social Workers.
24. DCSS Attendance- Return to language prior to imposition.

25. Flex work schedules-All employees covered by these MOUs that currently have a flexible work schedule shall be able to keep them. Any employee who wants to work either a 9/80 or 4/10 work schedule shall be allowed to.

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SEIU Local 521

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Fresno County

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Date