

SEIU Local 521 2024 Bargaining Proposal Update on May 1, 2024

Union Proposal	Date Proposed	County Response	Status
MASTER CONTRACT			
Article 5 Union Rights: <ul style="list-style-type: none"> Fixing release time, email communication and steward trainings 	03/13/24	In agreement with some language change not all	
Article 6 Management rights <ul style="list-style-type: none"> Add language to ensure County bargaining with Union on any changes to policies etc. 	03/13/24	Countered with a good response	Reached tentative agreement
Article 7.4 Natividad Medical Center Labor Management Committee: <ul style="list-style-type: none"> fix to include other issues. 	03/13/24	Countered accepting language change	Reached tentative agreement
Article 7.5 Public Works Accident Review Committee: <ul style="list-style-type: none"> Add Labor management committee. 	03/13/24	Countered accepting language change	Reached tentative agreement
Article 7.7 Classification/Compensation and Compaction Committee: <ul style="list-style-type: none"> Add strong language to appeal and bargaining over results. 	03/13/24	Countered still pending of some language	
8.1 Health and Safety Rules and Regulations: <ul style="list-style-type: none"> Add language to ensure County bargaining with Union on any changes to health and safety. 	03/13/24	Countered accepting our language	Reached tentative agreement
Article 9 Wages Year one: 11% cost of living increase Year two 9% cost of living increase Longevity Increases: <ol style="list-style-type: none"> Employees who accrue ten years of service shall receive a premium pay of three percent (3%) of their wage. Employees who accrue fifteen years of service shall receive a premium pay totaling six percent (6%) of their base wage. Employees who accrue twenty years of service shall receive a premium pay totaling nine percent (9%) of their base wage. 	05/01/24		No response yet

<p>Equity Adjustment: A 4% equity adjustment provides fair wage for low-wage workers. Any classification with a starting wage of \$20/hour or less is eligible. A 3% equity adjustment provides fair wage for low-wage workers. Any classification with a starting wage of \$35/hour or less is eligible.</p>			
<p>Article 10 Rest and Meal Periods Fixing language for Natividad breaks</p>	03/13/24	No response yet	No response yet
<p>Article 11.1 Transfers-Voluntary/Involuntary- Units F, H and J:</p> <ul style="list-style-type: none"> Add ten (10) working days written notice when transferring employees to a new location 	03/27/24	Countered in agreement with notification but only for transfer of 20 miles or more	No response yet
<p>Article 12.1 Performance Evaluations:</p> <ul style="list-style-type: none"> Adding The employee shall be provided with a paper copy of their evaluations. Adding PIP language to protect employees 	03/27/24		No response yet
<p>Article 14.6 Release from Probation in a Promotional Class:</p> <ul style="list-style-type: none"> Upon an appointment of a promotion, an employee shall serve a three (3) month probation period dating from the date of their appointment. 	03/27/24		No response yet
<p>Article 15 Holidays Adding Cesar Chavez Holiday Fixing Holiday for 911 and Natividad Hospital</p>	05/01/24		No response yet
<p>Article 16.1.3 Accrual Rate Limit</p> <ul style="list-style-type: none"> Increase to 590 hours for units JH&K for Unit F increase to 690 	03/27/24		No response yet
<p>Article 16.11 Bereavement Adding 40 hours of paid bereavement leave</p>	05/01/24		No response yet
<p>Article 17 Personal Property Reimbursement</p> <ul style="list-style-type: none"> Increasing the amount from \$200 to \$1000 	05/01/24		No response yet
<p>Article 26 Uniforms:</p> <ul style="list-style-type: none"> Increasing maintenance of uniforms Adding other classifications to benefit (PSR's) 	05/01/24		No response yet
<p>Article 27 Winter Recess</p> <ul style="list-style-type: none"> Making it permanent 	03/27/24		No response yet

<p>Article 28 Bilingual Pay Cleaning up language increasing pay: A. The County shall provide bilingual payment of an additional \$2.00 per hour for Level One.</p> <p>B. The County shall provide bilingual payment of an additional \$3.50 per hour above Level Two by the County Human Resource Director.</p> <p>D. An employee designated as a Qualified Medical Interpreter at NMC and Behavioral Health Department or interprets in Indigenous language shall receive four dollars (\$4.00) per hour above the base hourly rate.</p>	05/01/24		No response yet
<p>New Differential for Training If an employee, is designated by their department to provide training to a new employee or an employee who management has identified as needing training, the employee shall receive a differential for the time served in such capacity.</p>	05/01/24		No response yet
UNIT F Proposal	Date Proposed	County Response	Status
<p>B3.1 Compaction</p> <ul style="list-style-type: none"> unit F shall receive a parity adjustment of up to 10% to address compaction issues between supervisors and their subordinates. 	04/17/24		No response yet
<p>B3.2 Shift Differential</p> <ul style="list-style-type: none"> Increasing to \$3.00 per hour Adding Weekend differential \$2.00 per hour 	04/17/24		No response yet
<p>B3.2.1 Communications Dispatch Designated Regular Hours</p> <ul style="list-style-type: none"> Increasing to \$5.00 per hours Adding weekend differential 	04/17/24		No response yet
<p>B3.2.2 Competency Pay (911)</p> <ul style="list-style-type: none"> Fixing language 	04/17/24		No response yet
<p>B3.2.3 Communications Training Officer Pay</p> <ul style="list-style-type: none"> Increasing to \$5.00 per hours 	04/17/24		No response yet

B3.3 On-Call <ul style="list-style-type: none"> Increasing the amounts to \$5.00 per hour 	04/17/24		No response yet
B3.4.1 Call-Back and Natividad call back <ul style="list-style-type: none"> Fixing language so supervisors get paid for responding via the phone or any other electronic manner 	04/17/24		No response yet
B3.11 Supervising Nurse Certification Pay <ul style="list-style-type: none"> Increasing amount to \$2.50/hours 	04/17/24		No response yet
B3.16 Boots Increasing amount to \$350, adding Animal services and language to include other classifications			
New Staff Trainers: <ul style="list-style-type: none"> Language for training prep time 	05/01/24		No response yet
New Retention Differential for: <ul style="list-style-type: none"> FCS Supervisors Behavioral Health Supervisors 	05/01/24		No response yet
Supervisor Coverage: <ul style="list-style-type: none"> Unit supervisors assigned to cover other units shall receive a differential. 	05/01/24		
Clinical Supervisions Differential <ul style="list-style-type: none"> Psychiatric SW that provides clinical supervision to individual or groups shall receive a differential. 	05/01/24		
New Language: Locksmithing Differential <ul style="list-style-type: none"> Adding differential of 5% 	05/01/24		
New Language Hazard Pay for Public Works <ul style="list-style-type: none"> Adding 5% differential 	05/01/24		
New Hazardous Pay/ humans Waste (Parks) Adding 5% differential	05/01/24		
Emergency Response (Public Works) \$2.50 differential	05/01/24		
New Animal Transport Differential (Public Works & Animals Services) <ul style="list-style-type: none"> Picking up dead animals in the road 5% differential 	05/01/24		

UNIT J PROPOSALS	Date Proposed	County Response	Status
2.1.4 Overtime <ul style="list-style-type: none"> Changing language to give employees choice for compensation of comp time. 	04/17/24		No response yet
A3.1 Shift Differential <ul style="list-style-type: none"> Shift differential increase to \$3.00/hour. Night shift differential to 4.50/hour Adding weekend differential 	04/17/24		No response yet
A3.2 On-Call <ul style="list-style-type: none"> Increasing on call to \$5.00/hour Adding Environment Service Aids on-call Adding on call for Information Technology Sheriff Department Employees and Forensic Evidence Technicians 	04/17/24		No response yet
A3.8.1 Charge Dispatcher Pay (911) <ul style="list-style-type: none"> Increasing differential to \$5.00/hour 	04/17/24		No response yet
A3.8.3 Communications Training Officer Pay (911) <ul style="list-style-type: none"> Increasing differential to \$5.00/hour 	04/17/24		No response yet
A3.11 Boots <ul style="list-style-type: none"> Increasing amount to \$350, adding Animal services and language to include other classifications 	04/17/24		No response yet
New Language Office Assistants-specialty differential: <ul style="list-style-type: none"> For OA's II, III differential 	04/17/24		No response yet
New Language PSR: <ul style="list-style-type: none"> Adding a PSR III 	04/17/24		No response yet
New Language: Locksmithing Differential <ul style="list-style-type: none"> Adding differential of 5% 	04/17/24		No response yet
New Language: 911 Weekend Differential <ul style="list-style-type: none"> \$2.00 differential 	04/17/24		No response yet
NMC Environmental Services Aides <ul style="list-style-type: none"> Floor finishing differential of 5% 	04/17/24		No response yet
New Animal Services Assistant Lead Differential	04/17/24		No response yet

New Language Hazard Pay for Public Works • Adding 5% differential	04/17/24		No response yet
New Hazardous Pay/ humans Waste (Parks) • Adding 5% differential	04/17/24		No response yet
New Animal Transport Differential (Public Works & Animals Services) • Picking up dead animals in the road 5% differential	04/17/24		No response yet
Emergency Response (Public Works) • \$2.50 differential	04/14/24		No response yet
UNIT H PROPOSALS	Date Proposed	County Response	Status
Article C-3.1 Differentials • Shift differential increase to \$3.00/hour. • Night shift differential to 4.50/hour • Adding weekend differential	04/17/24		No response yet
Article C.2 On Call • Increasing on call to \$5.00/hour • For NMC various increases for on-call per classifications	04/17/24		No response yet
Article C.11 Competency & Cert Pay • Various classifications getting increase or new certification pay differentials	04/17/24		No response yet
Article C-5 Sick Leave Bonus • Adding classifications	04/17/24		No response yet
New Article Physical Therapist & O Therapist Salary Adjustment • Parity between these two classifications	04/17/24		No response yet
New Article Medical Assistant Certifications • Differential for certification	04/17/24		No response yet
New Article Salary Adjustment for Nursing Assistants • Parity adjustment for nursing assistants	04/17/24		No response yet
UNIT K Proposal	Date Proposed	County Response	Status

New Workload standards and caseload standards proposed for: <ul style="list-style-type: none"> • Behavioral Health • Family and Children Services 	05/01/24		No response yet
D1.11 Licensure Stipend- Health Department Only <ul style="list-style-type: none"> • Adding Clinical Psychologist • Increasing amount 	05/01/24		No response yet
New Retention differential for: <ul style="list-style-type: none"> • FCS-Social Workers, Social Service Aides • Behavioral Health-SW III, Psychiatric Social Workers, Behavior Aides 	05/01/24		No response yet
D1.5 Shift Differential <ul style="list-style-type: none"> • Increasing shift differentials 			No response yet