

SEIU Local 521 2024 Bargaining Proposal Update on May 8, 2024

Union Proposal	Date Proposed	County Response	Status
MASTER CONTRACT			
Article 5 Union Rights: <input type="checkbox"/> Fixing release time, email communication and steward trainings	03/13/24	In agreement with some language change not all	
Article 6 Management rights <input type="checkbox"/> 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: <input type="checkbox"/> fix to include other issues.	03/13/24	Countered accepting language change	Reached tentative agreement
Article 7.5 Public Works Accident Review Committee: <input type="checkbox"/> Add Labor management committee.	03/13/24	Countered accepting language change	Reached tentative agreement
Article 7.7 Classification/Compensation and Compaction Committee: <input type="checkbox"/> 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: <input type="checkbox"/> 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: a) Employees who accrue ten years of service shall receive a premium pay of three percent (3%) of their wage. b) Employees who accrue fifteen years of service shall receive a premium pay totaling six percent (6%) of their base wage. c) Employees who accrue twenty years of service shall receive a premium pay totaling nine percent (9%) of their base wage. Equity Adjustment:	05/01/24		No response yet

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.			
Article 10 Rest and Meal Periods Fixing language for Natividad breaks	03/13/24	No response yet	No response yet
Article 11.1 Transfers-Voluntary/Involuntary- Units F, H and J: <input type="checkbox"/> 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
Article 12.1 Performance Evaluations: <input type="checkbox"/> Adding The employee shall be provided with a paper copy of their evaluations. <input type="checkbox"/> Adding PIP language to protect employees	03/27/24		No response yet
Article 14.6 Release from Probation in a Promotional Class: <input type="checkbox"/> 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
Article 15 Holidays Adding Cesar Chavez Holiday Fixing Holiday for 911 and Natividad Hospital	05/01/24		No response yet
Article 16.1.3 Accrual Rate Limit <input type="checkbox"/> Increase to 590 hours for units JH&K for Unit F increase to 690	03/27/24		No response yet
Article 16.11 Bereavement Adding 40 hours of paid bereavement leave	05/01/24		No response yet
Article 17 Personal Property Reimbursement <input type="checkbox"/> Increasing the amount from \$200 to \$1000	05/01/24		No response yet
Article 19 Health Insurance: We are moving away from the County contributing a flat rate amount and proposing a percentage formula with trigger percentage if insurance goes up. 1. Employee only: the PEMHCA minimum contribution plus 95% of the premium for the employee-only premium for the Anthem HMO Select. 2. Employee + one dependent: the PEMHCA minimum contribution plus 93% of the premium for the employee +1 dependent premium for the Anthem HMO Select.	05/08/24		No response yet

<p>3. Employee + family: the PEMHCA minimum contribution plus 91% of the premium for the employee + two or more dependents premium for the Anthem HMO Select.</p> <p>We proposed the County pay for Dental for employee and their dependents. We proposed the County pay for vision for employees and their dependents. We proposed to increase life insurance to 100K from 20k.</p>			
<p>Article 26 Uniforms:</p> <ul style="list-style-type: none"> <input type="checkbox"/> Increasing maintenance of uniforms <input type="checkbox"/> 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"> <input type="checkbox"/> Making it permanent 	03/27/24		No response yet
<p>Article 28 Bilingual Pay</p> <p>Cleaning up language increasing pay:</p> <p>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</p> <p>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
<p>Telework:</p> <p>We proposed telework language and to ensure removing telework is not arbitrary or capricious.</p>	05/08/24		No response yet

UNIT F Proposal-SUPERVISORS	Date Proposed	County Response	Status
B3.1 Compaction <input type="checkbox"/> 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
B3.2 Shift Differential <input type="checkbox"/> Increasing to \$3.00 per hour <input type="checkbox"/> Adding Weekend differential \$2.00 per hour	04/17/24		No response yet
B3.2.1 Communications Dispatch Designated Regular Hours <input type="checkbox"/> Increasing to \$5.00 per hours <input type="checkbox"/> Adding weekend differential	04/17/24		No response yet
B3.2.2 Competency Pay (911) <input type="checkbox"/> Fixing language	04/17/24		No response yet
B3.2.3 Communications Training Officer Pay <input type="checkbox"/> Increasing to \$5.00 per hours	04/17/24		No response yet
B3.3 On-Call <input type="checkbox"/> Increasing the amounts to \$5.00 per hour	04/17/24		No response yet
B3.4.1 Call-Back and Natividad call back <input type="checkbox"/> 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 <input type="checkbox"/> 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	04/17/24		No response yet
New Staff Trainers: <input type="checkbox"/> Language for training prep time	05/01/24		No response yet
New Retention Differential for: <input type="checkbox"/> FCS Supervisors <input type="checkbox"/> Behavioral Health Supervisors	05/01/24		No response yet
Supervisor Coverage: <input type="checkbox"/> Unit supervisors assigned to cover other units shall receive a differential.	05/01/24		No response yet

Clinical Supervisions Differential <input type="checkbox"/> Psychiatric SW that provides clinical supervision to individual or groups shall receive a differential.	05/01/24		No response yet
New Language: Locksmithing Differential <input type="checkbox"/> Adding differential of 5%	05/01/24		No response yet
New HAZARDOUS/HUMAN WASTE PAY <input type="checkbox"/> Employees who work in the Sheriff's Department who are required to remove and/or clean areas which have human waste present, shall receive \$150 per month as base compensation.	05/08/24		
New Language Hazard Pay for Public Works <input type="checkbox"/> Adding 5% differential	05/01/24		No response yet
New Hazardous Pay/ humans Waste (Parks) Adding 5% differential	05/01/24		No response yet
Emergency Response (Public Works) \$2.50 differential	05/01/24		No response yet
911 Department <input type="checkbox"/> The Department shall not have the right to revoke any approval vacation for employees or supervisors unless there is a natural disaster.	05/08/24		
New Animal Transport Differential (Public Works & Animals Services) <input type="checkbox"/> Picking up dead animals in the road 5% differential	05/01/24		No response yet
UNIT J PROPOSALS	Date Proposed	County Response	Status
2.1.4 Overtime <input type="checkbox"/> Changing language to give employees choice for compensation of comp time.	04/17/24		No response yet
A3.1 Shift Differential <input type="checkbox"/> Shift differential increase to \$3.00/hour. <input type="checkbox"/> Night shift differential to 4.50/hour <input type="checkbox"/> Adding weekend differential	04/17/24		No response yet
A3.2 On-Call <input type="checkbox"/> Increasing on call to \$5.00/hour	04/17/24		No response yet

<input type="checkbox"/> Adding Environment Service Aids on-call			
<input type="checkbox"/> Adding on call for Information Technology Sheriff Department Employees and Forensic Evidence Technicians			
A3.8.1 Charge Dispatcher Pay (911)	04/17/24		No response yet
<input type="checkbox"/> Increasing differential to \$5.00/hour			
A3.8.3 Communications Training Officer Pay (911)	04/17/24		No response yet
<input type="checkbox"/> Increasing differential to \$5.00/hour			
A3.11 Boots	04/17/24		No response yet
<input type="checkbox"/> Increasing amount to \$350, adding Animal services and language to include other classifications			
New Language Office Assistants-specialty differential:	04/17/24		No response yet
<input type="checkbox"/> For OA's II, III differential			
New Language PSR:	04/17/24		No response yet
<input type="checkbox"/> Adding a PSR III			
New Language: Locksmithing Differential	04/17/24		No response yet
<input type="checkbox"/> Adding differential of 5%			
New Language: 911 Weekend Differential	04/17/24		No response yet
<input type="checkbox"/> \$2.00 differential			
NMC Environmental Services Aides	04/17/24		No response yet
<input type="checkbox"/> Floor finishing differential of 5%			
New Animal Services Assistant Lead Differential	04/17/24		No response yet
New Language Hazard Pay for Public Works	04/17/24		No response yet
<input type="checkbox"/> Adding 5% differential			
New Hazardous Pay/ humans Waste (Parks)	04/17/24		No response yet
<input type="checkbox"/> Adding 5% differential			
New Animal Transport Differential (Public Works & Animals Services)	04/17/24		No response yet
<input type="checkbox"/> Picking up dead animals in the road 5% differential			
Emergency Response (Public Works)	04/14/24		No response yet
<input type="checkbox"/> \$2.50 differential			
UNIT H PROPOSALS	Date Proposed	County Response	Status
Article C-3.1 Differentials	04/17/24		No response yet

<input type="checkbox"/> Shift differential increase to \$3.00/hour. <input type="checkbox"/> Night shift differential to 4.50/hour <input type="checkbox"/> Adding weekend differential			
Article C.2 On Call <input type="checkbox"/> Increasing on call to \$5.00/hour <input type="checkbox"/> For NMC various increases for on-call per classifications	04/17/24		No response yet
Article C.11 Competency & Cert Pay <input type="checkbox"/> Various classifications getting increase or new certification pay differentials	04/17/24		No response yet
Article C-5 Sick Leave Bonus <input type="checkbox"/> Adding classifications	04/17/24		No response yet
New Article Physical Therapist & O Therapist Salary Adjustment <input type="checkbox"/> Parity between these two classifications	04/17/24		No response yet
New Article Medical Assistant Certifications <input type="checkbox"/> Differential for certification	04/17/24		No response yet
New Article Salary Adjustment for Nursing Assistants <input type="checkbox"/> Parity adjustment for nursing assistants	04/17/24		No response yet
UNIT K Proposal-SOCIAL SERVICES	Date Proposed	County Response	Status
New Workload standards and caseload standards proposed for: <input type="checkbox"/> Behavioral Health <input type="checkbox"/> Family and Children Services	05/01/24		No response yet
D1.11 Licensure Stipend- Health Department Only <input type="checkbox"/> Adding Clinical Psychologist <input type="checkbox"/> Increasing amount	05/01/24		No response yet
New Retention differential for: <input type="checkbox"/> FCS, IHSS and APS-Social Workers, Social Service Aides <input type="checkbox"/> Behavioral Health-SW III, Psychiatric Social Workers, Behavior Aides	05/01/24		No response yet
D1.5 Shift Differential <input type="checkbox"/> Increasing shift differentials	05/01/24		No response yet

<p>New Workload standards and caseload standards proposed for:</p> <ul style="list-style-type: none"> <input type="checkbox"/> IHSS <input type="checkbox"/> Adult Protective Services <input type="checkbox"/> Eligibility Workers 	05/08/24		No response yet
<p>Behavioral Health-Juvenile Hall</p> <ul style="list-style-type: none"> <input type="checkbox"/> Effective July 1, 2025, Behavioral Health employees shall receive a differential of \$2.00 per hour above base hourly rate when assigned to detention facilities, youth center or the juvenile hall facilities. 	05/08/24		No response yet
<p>Travel Time:</p> <ul style="list-style-type: none"> <input type="checkbox"/> All employees that start their day in county vehicles shall have their travel time considered work time. All employees shall not have a limited time to travel to appointments in South County. 	05/08/24		No response yet
<p>Premium Pay for increase of workload for IHSS, Behavioral Health, FCS, Adult Protective Services and Benefits</p> <ul style="list-style-type: none"> <input type="checkbox"/> If a worker's caseload goes up by the caseload standards agree that employee shall receive a premium payment. 	05/08/24		No response yet
<p>Hazard Pay:</p> <ul style="list-style-type: none"> <input type="checkbox"/> Employees in social services that enter hoarder homes will get a monthly stipend. 	05/08/24		No response yet
UNIT E Temporary Workers			
<ul style="list-style-type: none"> <input type="checkbox"/> Proposed language for a pathway for temporary workers and Per Diem workers 	05/08/25		No response yet