

SEIU Local 521 Santa Cruz County Chapter 521 Bargaining Proposal Comparison as of September 18, 2024

What We are Fighting for	County's Response
<p>Wages SEIU Proposal Year one: 5% cost of living increase Year two: 5% cost of living increase</p> <p>Proposed 16 Equity Adjustments that are 6% or more below market value to focus on won cost of living for all workers.</p>	<p>County proposal given on 9/16/2024 11% over 3 years:</p> <p>Year one: 4% Year two: 4% Year three: 3%</p> <p>Equity Adjustment to 25 benchmarks paid in 2026 and 2027.</p>
<p>Reclassification Study:</p> <ul style="list-style-type: none"> • The County shall perform a reclassification study of IHSS Social Worker II: IHSS Social Workers II shall be reclassified Social Workers III. • The County shall perform a reclassification study of Medical Billing Tech and Sr. Medical Billing Tech to review duties of billing and administrative work. • The County shall perform a reclassification study of Sr. Building Equipment Mechanic, Sr. Plumber, and Sr. Electrician to review duties and salary among the three classifications. • Study between Medical Assistant and Medical Service Worker 	<p style="color: purple;">Reached a Tentative Agreement</p>
<p>Animal Services Department All Classifications in the Department Add Steps The County shall add steps 5, 6, and 7 at 5% in between each step for all classifications in the Animal Services Department.</p>	<p>Effective the first full pay period in January 2026, the step 5 hourly pay ate for the following job classifications will increase by 1%. AND Effective the first full pay period in January 2026, a new step 6 shall be added to the salary range for the following job classifications:</p>

	<ul style="list-style-type: none"> A. Animal Care Worker B. Animal Control Officer C. Animal Control Officer II D. Animal Health Specialist E. Animal Service Assistant F. Animal Service Clerk Dispatcher G. Registered Veterinary Technician Animal Services Coordinator
<p>Holidays Fix language when holiday falls on Saturday or Sunday</p>	<p>Reached a Tentative Agreement</p>
<p>Health Insurance: For Year 2025 and 2026: We proposed County use highest HMO Employee only = \$1235.05 which includes the PEMHCA minimum contribution in 1(a)(1). The County's contribution represents 95% of the 2025 premium of the third lowest cost HMO available in CalPERS Health. Employee + one dependent = \$2200.68 which includes the PEMHCA minimum contribution in 1(a)(2). The County's contribution represents 90% of the premium of the third cost HMO available in CalPERS Health. Employee + two or more dependents = \$2813.40 which includes the PEMHCA minimum contribution in 1(a)(3). The County's contribution represents 90% of the premium of the third lowest cost HMO available in CalPERS Health.</p>	<p>COUNTY responded using the lowest HMO for the formula. Meaning union workers will absorb future costs.</p>
<p>Extra-Help Workers Labor Management Committee Meetings The County and the Union shall meet quarterly during the agreement term to review use of personnel service contracts and appropriate Extra-Help Workers usage for operational purposes. Our goal is to see how some extra help positions can become permanent positions. Added Disability Insurance for Extra Help</p>	<p>Reached Tentative Agreement</p>

<p>LONGEVITY DIFFERENTIAL Change longevity to 10 years instead of 20 years @3%</p>	<p>Rejected</p>
<p>Tuition Reimbursement increase to \$400 per person</p>	<p>Reached a Tentative Agreement</p>
<p>Retire Health Insurance Increase retiree health insurance contribution by \$100 for all tiers</p>	<p>Rejected</p>
<p>Bereavement Leave Added reproductive loss</p>	<p>Reached a Tentative Agreement</p>
<p>Training Differential Employees that volunteer or are assigned to work a shift schedule that is not part of their regular schedule shall receive shift differential for those hours worked.</p>	<p>Rejected</p>
<p>Morgue Cleaning Allowance Increase differential to \$1.25</p>	<p>Reached a Tentative Agreement</p>
<p>Overtime Computation</p> <p>12.1 Notwithstanding the other provisions of this Article, all time in paid status except compensatory time off will apply towards overtime for the following classes only: Adding Below classifications Sr. Social Workers Social Workers Supervisors Mental Health Client Specialist I/II Sr. Mental Health Client Specialist I/II Building Maintenance II/III Criminalist I/II/III</p>	<p>Rejected</p>
<p>Bilingual Pay The County shall provide bilingual payment of an additional \$1.35 per hour above the base hourly rate where the employee is required by the appointing authority to use their bilingual skills at Level One and the employee is certified as qualified at Level One, by the County Personnel Director.</p> <p>The County shall provide bilingual payment of an additional \$1.75 per hour above the base hourly rate where</p>	<p>Reached a Tentative Agreement</p>

the employee is required by the appointing authority to use their bilingual skills at Level Two and the employee is certified as qualified at Level Two by the County Personnel Director.

DETENTION AND JUVENILE HALL FACILITIES DIFFERENTIAL

A. Employees in the following classification shall be added to the list of classifications that shall receive a differential of \$2.00 per hour above base hourly rate when assigned to detention facilities or the juvenile hall facilities:

- Sheriffs Classification Assigned
- Behavioral Health Assigned
- Administrative Aide
- Office Assistant I, II, III
- Office Assistant Supervisor
- Housekeeper

Rejected

Fatigue Time NEW SECTION

The intent of fatigue time is to provide sufficient time for rest between a significant period of work and the start of the next regularly work shift by replacing regularly scheduled straight time hours of actual hours worked.

Hour Range	Worked Between	Fatigue Time Owed:
Two (2) Hour	12a.m.-7a.m	Two (2) Hour Fatigue Pay Minimum
Three (3) Hour		Three (3) Hours
Four (4) Hours or More		Eight (8) Hours

Rejected

New Language: Workload Standards for HSD and HSA

The County and the Union agree that the County should adopt workload and workload standards. IHSS, Aging and Adult Protective Services, FCS, Behavioral Health Division, Benefits Division Workload and

Rejected

workload standards shall be based, to the extent possible, on time and quality requirements. Standards and workloads shall be considered to include all work and actions assigned and/or required.

Workloads will be made based on what can be reasonably completed in an average eight-hour workday/forty-hour workweek provided the worker is on a 5/8 work schedule, or workloads will also be based on the alternate work schedules, such as 9/80 or 4/10, or any variable schedule. Cases, tasks, etc., will not be assigned when the worker is absent or off schedule. It is agreed that cases/tasks are assigned and worked as a regular workday. No worker shall be expected to self-assign tasks.

HSD Workload Standards

Workload Standards for the Human Services Department (HSD) Employees in the following departments

- Adult and Long-Term Care (division ALTC)
- Employment and Benefits Services Division (EBSD)

Family and Children's Services (FCS)

- Cases, tasks, intakes, etc., will not be assigned when the worker is absent or off on Paid Annual Leave or FMLA
- Management will distribute the cases/tasks/intakes equally, ensuring fairness and considering factors such as availability, language needs, and state and federal legal mandates, regulations, and established jurisdiction requirements. This approach is designed to address concerns and ensure a balanced workload.
- Management will consider employees' geographic locations when assigning cases. For example, a case for a family who lives in Boulder Creek will be assigned to a social worker assigned to the Santa Cruz office rather than an employee assigned to the Watsonville office. These considerations will help alleviate the high workloads and improve efficiency, as employees will spend more time completing work assignments and less time traveling.
- Workload assignments shall consider an Annual Leave and other reasons that may result in a reduced work schedule. For example, if an employee is out on annual leave for two (2) weeks, they shall not be expected to complete an entire month's worth of work in the remainder of the month, which would be a two-week period.

Protected Time- Processing -Benefit Representatives, EBSD

The benefit representative's weekly schedule will reflect protected time for completing administrative work associated with their caseloads, assigned tasks, and required training, which will occur two (2) days per week. During this protected time, no assigned duties or training shall take away or cut into task management time (TM Time). If an employee has approved vacation time or is out sick on a day on which they are scheduled for protective time, the employee will be provided with another processing day within the same week. If a benefits representative scheduled with a customer/client is a no-show, they can work on other assigned tasks on their caseload.

Standards Changes

In the event of significant changes in work requirements or funding by Federal or State actions or level of service determinations made by the County, the Union and the County agree to meet and confer on adjustment of and/or workload standards.

Workload Monitoring: Every month, Management agrees to provide the Union with statistical information developed by the County for monitoring workload distribution. The County agrees to meet upon request by the Union to resolve interpretation, classification, or implementation questions. When the workload/processes for workers increases, the Union has the right to meet and confer with the County to decrease the workload/processes (i.e., newly mandated rules, forms, etc.).

The County will consider excessive workload conditions prior to acting or making negative reference on performance evaluations due to inadvertent errors, or due to the employee's inability to complete all the tasks associated with the employee's assigned cases or work, if such errors or omissions occur due to the employee's workload being excessive.

Workload assigned to an employee is deemed to be excessive under any of the following conditions:
Assigned caseload and/or workload exceeds 100% of the agreed upon caseload or workload standards.
The assigned caseload exceeds the number of cases that a grant requires, as defined by the grant.

Induction Training for Benefit Representatives- EBSD
Ratios for Induction Class

<p>Staff Development Trainers in the EBSD Department are crucial in training a class of new benefit trainees and preparing them for promotion to Benefit Representatives. The union and the county acknowledge the rigorous and robust nature of this training, designed to ensure competency in assessing eligibility for state and federal aid programs. To guarantee that trainees receive the necessary training and support, the County agrees to maintain a 5:1 ratio, ensuring each Trainee's needs are met.</p> <p>Benefit Representative Supervisor Reassignment If a benefits supervisor is reassigned to support the induction class for benefit trainees, they will receive a 10% differential. This additional compensation is specifically for the reassignment period. It is intended to recognize the extra responsibilities and workload associated with supporting the Staff Development unit during the induction class, thereby acknowledging the supervisor's additional efforts and responsibilities.</p> <p>IHSS Workload Standards IHSS and the Union shall work to implement the caseloads standards.</p> <p>Family and Children Services FCS and the Union shall work to implement the caseloads standards.</p> <p>Differentials Supervisors in FCS, Mental Health, IHSS and ATLC, that must oversee two units simultaneously for more than ten (10) business days shall receive a 10% differential. Sr. Social Workers in Family and Children’s Services in the Emergency Response and Ongoing unit shall receive a 10% differential. Benefits Representatives in the General Assistance Program and CalWORKs shall receive a 10% percent differential</p>	
<p>WORK SCHEDULE/LOCATION ASSIGNMENT</p> <p>A. Work Schedules/Schedule Changes. Except as provided below, the standard work schedule shall be eight (8) hours per day, five (5) days per week, with two (2) consecutive days off. Except for overtime, callback and on-call assignments, departments which need a different operational schedule shall maintain and post an employee assignment schedule. No employee, except in case of emergency, shall be required to work a different work schedule than assigned (including an alternate schedule). The employee must be notified in writing at least five (5) working days in advance of requests for a change in their work schedule.</p>	<p>Rejected</p>

Schedule changes affecting only one employee may be declined by the employee without adverse action. Schedule changes affecting a group of employees shall be subject to the meet and confer process with the Union.

e. Schedule for Institutional Supervisors

- i. Effective as soon as administratively possible, Institutional supervisors working in the Probation department will shift to a 36-hour week 1 schedule and 44-hour week 2 schedule. Employee hours will follow a typical 80 hour (about 7 days) pay period, where overtime is eligible after 80 hours of work. The four (4) additional hours after 40 hours (about 3 days) are not considered overtime. The Director and all Institutional Supervisors will meet and create scheduling which provides adequate coverage.
- ii. Holidays. Employees assigned to the 36/44 schedule are not subject to the provisions of Article 16.1.A. (Holidays). Instead, these employees will accrue .051 hours of holiday credit (the equivalent of 112 hours per year, representing the 14 County holidays) for each hour they are in paid status up to 80 hours per pay period. Holiday accruals will be cashed out twice per year, in June and December.

f. New alternate schedules for worksites or departments may be proposed by the Union, subject to the meet and confer process.

B. Location Transfers

The County shall provide ten (10) working days written notice when requesting an employee to transfer to a new location Transfer requests shall not be arbitrary or capricious. The County shall fulfill the transfer requests which current employees have submitted based on seniority before moving to request that an employee transfer. Without any adverse action an employee may decline to transfer.

C. Intra-Departmental Transfers

All employees that are interested in intra-departmental transfers shall have their name placed on the Countywide transfer list.

Departments shall first interview from the transfer list based on seniority to fill any vacant position, through an intra-departmental transfer shall be provided a copy of the transfer list by the Personnel Department and shall consider the applications and candidacy of those employees requesting consideration for a transfer.

<p>E. Seniority Defined. (expand language) Seniority for purposes of offering overtime, shift assignment, and transfers within the work unit shall be determined by the most recent date of appointment to the current class and department of the employee.</p>	
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