



SAN JOAQUIN COUNTY CHAPTER BARGAINING UPDATE #7 AUGUST 10, 2022

WHAT HAPPENED

At our seventh bargaining session with county management, we submitted the following counter-proposals:

- Bereavement leave: We countered management's proposal by adding aunt, uncle, niece, and nephew and extending the allowed time to utilize the benefit from 30 days to 60 days if gatherings cannot occur due to health-related reasons.
- Health care benefits: If the county Kaiser Permanente plan was eliminated, we countered a contract reopening to negotiate new premium splits. Currently, the employer pays 80%, while the employee pays 20%. Although the county has not indicated any interest in eliminating the Kaiser plan, we feel as if creating safeguards, in the case at some point they do, to protect the membership.

County management made a series of counter-proposals, including the following:

- Holidays: Management proposed that any holiday falling on a Saturday the Friday prior would be considered the holiday, and all non-24-hour facilities would close. The proposal would only impact workers in non-24-hour facilities. Management also wants to insert into the contract that the maximum value of a holiday is 8 hours. We will make a counter-proposal based on the schedules of different workers.
- Continuation of benefits while on leave of absence: Management spelled out protected leaves, the benefits versus unprotected leaves, and the amount of time needed to get the county contribution to premiums. Management remains on 41 hours that need to be used but is open to a counter-proposal.
- Uniform allowances: There was a counter that cleans up outdated language and adds shirts to specific classes—the Juvenile Justice Center and Airport—but does not add funds for those who have to buy their uniforms. We will counter-propose that.
- Boot reimbursement: There was an agreement to increase the reimbursement amount. However, we feel the process takes too long and will counter with it becoming an allowance. We also think that certain classifications have been omitted from the reimbursement.
- Rain gear: That would apply to employees working in inclement weather. Management omitted the Department of Public Works in the Supervisors unit. We will make a counter to address that.
- Alternative work schedules: Management said offering different schedules are needed to help with recruitment and retention and indicated that new school start times would make flexibility in start and end times necessary. Management is open to agreeing on teleworking but needs to ensure that it's not too restrictive for some departments. We think a teleworking policy will improve scheduling flexibility conditions for our members and plan to work with county management on a fair policy.

(See the back for more details.)



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Continuation of county management counter-proposals:

- Floating holiday observance: Language clean-up.
- Regular holiday compensation: Management agreed to standardize language across all 6 of our contracts by removing the hours' barrier for part-time workers to be paid holiday pay for working on a holiday.
- SEIU 1021 Executive Board release time: Management agrees to grant 13 days per year per Executive Board member, marking an increase from previous contracts.
- Sick leave usage for part-time employees: Management proposed changing the minimum time from 2 hours to 15 minutes.

On wages, county management proposed 5% upon ratification, 4% for the second year, 2% for the third year, and 2% for the fourth and final year. Management proposes a 44-month contract, returning us to a June 30 expiration date.

We countered with 11% for year one, 11% for year two, 10% for year three, and 7% for year four.

Management conveyed that they have a little more movement on wages but are not yet close to what we propose.

Management conceptually agreed to increase the downtown parking stipend as part of their wage proposal.

In addition, management conceptually also agreed as part of their wages proposal supplements for: Behavioral Health Services, Mary Graham's Children's Shelter, jail workers who supervise inmates, Mental Health Clinicians, Dental Assistants in Correctional Health, workers in the County Auditor-Controller office who hold a CIA certificate, Weights and Measures and Ag Commission office who hold a Class Band Class A licenses, employees assigned to Field Training officer positions, park worker holding a class-A license, employees in the probation department who are required to carry a firearm. We also got expanding supplements for Medical Guarded Unit and Special Care Clinic.

Our next bargaining session is scheduled for Wednesday, August 17, 2022.

(See the front for more details.)