

SEIU Local 1021

Opening Proposals

July 6, 2016

Article 3: **General Information**

3. X. Union Release Time Bank

The County will grant a combined maximum of 240 hours of release time per fiscal year, with a maximum of 24 hours for any one employee per fiscal year, deducted from employee vacation, CTO, sick or personal leave time, or deducted from a bank established from donations of vacation, CTO, sick or personal leave time. At the request of the Union, the County shall consider request permitting any one employee to exceed the maximum of 24 hours per fiscal year. The County will match the first 80 hours of time donated by employees to the bank each fiscal year.

3.X Union President

~~3.2 **Release Time:** The Union Chapter President or designee shall be granted up to twenty four (24) hours paid release time per month to conduct Union business. At least twenty four (24) hours' notice shall be provided of any intent to use release time under this provision.~~

The Union President, or her/his authorized representative shall be granted 32 hours leave per calendar year in addition to the 24 hour limit per employee, as stated above, using SEIU employee donated hours. Additionally, County shall grant up to eight (8) hours of paid release time for the President or designee to attend meetings of the Board of Supervisors whenever an agenda item affects the Union or its members or represented employees. This release time shall be without loss of compensation and shall not be accumulated.

~~3.3 **Union Paid Release Time:** Upon written request of the Union, with not less than ten (10) days advance notice, the County will release any employee without loss of pay to attend Union functions or activities for a period not to exceed five (5) business days, consistent with the operational needs of the department. Should the County have an operational needs issue they shall so inform the Union no less than five (5) days in advance of the earliest release date requested, otherwise the time off shall be granted. Once the Appointing Authority and the employee have agreed to a particular day or days off, the employee shall be allowed those days off, unless an emergency occurs rendering the employee's attendance necessary. The County will invoice the Union for the cost of payroll and benefits for that employee within thirty (30) days of the lost time, and the Union will reimburse the County in full within thirty (30) days of receiving a timely invoice. County may decline to release an employee for more than ten (10) days in a year under this paragraph on the grounds of operational needs related to the employee's function~~

~~in his or her department.~~

3.11. New Employee Information and Orientation: Each new employee in a represented classification shall be given a written statement approved by the Union notifying him or her that the Union is the recognized employee organization for their classification. This statement shall include a space for the new employee's name, signature and contact information.

The Union shall have the opportunity to make a 15 minute presentation with new County employee(s) as practical during the first month of their employment. The Union President or his / her designee shall not lose any compensation to meet with any new represented employee(s).

3.12 Bulletin Boards: The County will furnish adequate bulletin board space measuring approximately 24x36 inches for the exclusive use of the Union at each worksite. The Bulletin board shall be located in mutually acceptable areas. Prior to posting, any material shall be plainly and legibly initialed by an authorized representative of the Union.

3.13 Right of Reasonable Notice: The Union has the right to be given reasonable written notice of any new or proposed amendments to any ordinance, rule, resolution, or regulation that is directly related to matters within the scope of representation.

3.14 No Discrimination: Provisions of this Memorandum shall be applied to all employees without unlawful discrimination as to age, sex (including gender, gender identity, gender expression, transgender, pregnancy and breastfeeding) race, color, creed, national origin, physical or mental disability, medical condition, sexual orientation, political affiliation, military and veteran status or any other consideration made unlawful by federal, state or local law. The parties agree that prohibition against sexual discrimination includes sexual harassment.

3.15 Dignity Clause: Del Norte County is committed to providing a workplace where all employees, regardless of their classification or pay status, are treated by supervisors and managers in a manner that maintains generally accepted standards of human dignity and courtesy. Employees who have not been treated accordingly may file a grievance under Article 11.

All other language remains the same in Article 3.

The Union has a right to add to or modify the proposals during these negotiations.

For the Union

For the County

