

SEIU Local 1021

Opening Proposal- 2<sup>nd</sup> Draft

July 6, 2016

#### Article 4: **Compensation and Hours of Employment**

4.2

A. Effective in the first full pay period in September 2016, all bargaining unit members will receive a 6 % salary increase.

B. Effective in the first full pay period in September 2017, all bargaining unit members will receive a 5% salary increase.

C. Effective in the first full pay period in September 2018, all bargaining unit members will receive a 5% salary increase.

4.5

A. **Shift Differential:** Shift differentials of ~~\$0.50~~ \$1.00 per hour shall be paid to those employees working evening shift in a twenty-four (24) hour facility as defined in Section 2.38.E of this MOU.

#### 4.5. B **Bilingual Pay:**

2. Upon qualification, employees in the designated positions will be compensated at a rate of ~~seventy five dollars (\$75.00)~~ one hundred (\$100.00) per pay period. Continuing payment will be based upon the quarterly verification and approval by the Appointing Authority. In the event of two or more employees in the department with bilingual skills, the Appointing Authority may request certification of those skills and appoint from the list of certified. If the employees are equally qualified, the more senior employee shall be selected.

~~3. Effective 1/1/02, employees currently receiving a bilingual differential based upon five percent (5%) whose differential rate is over seventy five dollars (\$75.00) will not be decreased or increased and will continue at that rate until such time as the five percent (5%) differential is less than the flat rate differential.~~

#### 4.13 Compensatory Time Off

X. Employees may cash out forty- eight (48) hours of CTO per calendar year to be paid out on pay period 13. Employees must submit their request one week prior to the close of pay period 13 for the request to be honored. Notification of the payout date and request requirements shall be provided to all current employees and upon hire.

#### 4.27 Assigned Standby:

- A. An employee shall be compensated at his/her normal rate of pay or be given compensatory time off at a rate of ~~one (1) hour~~ two (2) hours for each eight (8) hours of assigned standby time, excluding any hour during which the employee is paid or given compensatory time off for performing services pursuant to the subsection which follows.
- B. No proposed changes
- X. An employee shall be compensated at his/her one and one-half (1 ½) rate of pay or be given compensatory time off at a rate of three (3) hours for each eight (8) hours worked during a weekend or holiday. For the purposes of assigned standby time, weekends shall be considered Saturday-Sunday.

**4.28 Call Back Time:** ~~Employees shall be compensated for call back time. Call back time is defined as only those instances when an employee is ordered back to work without prior notice after completing a shift and leaving the worksite. The use of call back shall be resorted to only in emergency situations or unusual instances when it is not possible for the work to be accomplished through normal scheduling or scheduling of overtime. Responses to phone calls or working at home shall not be considered call back duty. Travel time shall be compensable as provided in the Travel Policy. An employee who is called back shall be compensated for a minimum of two (2) hours of work time. The two (2) hours, whether or not actually worked, are subject to the appropriate overtime provisions. Call back time earned shall be compensated by payor compensatory time off at the option of the Appointing Authority. Call back time is not considered flex time or an alternative work schedule.~~

When the County requires an employee to report to work on the employee's scheduled day off or after the employee has completed the employee's regular shift and has left the County worksite, the County shall compensate the employee for a minimum of two (2) hours or each hour actually worked, whichever is greater at the rate of one and one-half (1 ½) times the employee's base hourly rate.

When the County calls back an employee to begin work after midnight but before 6:00am of the same day or two (2) hours before the start of the employee's normal work shift, the County shall compensate the employee for a minimum of three (3) hours or for each hour actually worked,

whichever is greater, at the rate of one and one-half (1 ½) times the employee's base hourly rate of pay.

Time worked, for which the employee is entitled to call-back compensation, shall include reasonable travel time to and from the employee's residence via the shortest commonly traveled route. Call back time is not considered flex time or an alternative work schedule.

**4. X Phone Work- Compensation:** with the department head's approval, an employee may be called upon to resolve work-related problems by telephone without having to return to the worksite. Compensation for such work shall be a minimum of one (1) hour at the rate of one and one-half (1 ½) times the employees base hourly rate of pay for any hour in which a telephone call is made or received. Phone work performed during a regularly scheduled telecommuting assignment is not eligible for payment under this section.

#### **4. X Nursing: Additional Degrees Premium Pay**

Each Registered Nurse or Certified Public Health Nurse who holds a baccalaureate degree in nursing shall be paid a three (3) percent premium.

Each Registered Nurse or Certified Public Health Nurse who holds a master's degree in nursing shall be paid a three (3) percent premium for a total premium rate of six (6) percent.

An employee must submit documentation showing the employee possesses the respective year prior to receiving pay for the respective degree. The premium shall become effective on the first day of the pay period following the receipt of the proper documentation.

*All other language remains the same in Article 4.*

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

For the Union

For the County