

SUMMARY OF TENTATIVE AGREEMENT FOR 2017-2020 MOU BETWEEN SEIU LOCAL 521 CREW SUPERVISORS UNIT AND CITY OF SALINAS



After 8 years, SEIU 521 members in the City of Salinas returned to the bargaining table to negotiate a successor agreement, where members could recover after the recession years. During this 6 months of negotiations, we fought hard and TOGETHER, we won an agreement that provides respect and dignity to all workers and values the experience and commitment to our community. The Tentative Agreement reached on April 5, 2017 is a reflection of our collective strength and unity to win for working families in Salinas.

Your Crew Supervisors bargaining team is recommending a YES vote.

ARTICLE	Description of changes to agreement
Preamble	<ul style="list-style-type: none"> Clean up language for referencing Union and City in agreement
Agency Shop/Fee	<ul style="list-style-type: none"> Clarified language that dues and Agency Fee is determined by the Union, in accordance with the law, which provides for Agency Fee to be equal to Union Dues, upon notice to employees. Employees who fail to select Union membership or Agency shop within 30 days of employment will have Agency fee automatically deducted Membership in Union maintained for duration of agreement until drop period in June of last year of agreement and must be mailed or hand delivered to Union and City. City shall provide electronic copy of all completed authorization forms to the Union
Stewards	<ul style="list-style-type: none"> Stewards may reasonably use fax, copy machine, email and phone for contract administration including communication with Management and Union
Bulletin Boards	<ul style="list-style-type: none"> Materials that violate law or city policy will be removed after discussion with Human Resources and Union
Union Orientation	<ul style="list-style-type: none"> Union shall have the final 15 min of agenda during orientation and City shall provide Union with at least 5 days in advance.
Pay rates & Practices	<ul style="list-style-type: none"> \$2500 one-time payment in first full pay period following ratification 3.5% salary increase following first full pay period after ratification 3.5% salary increase last pay period in April 2018 3.5% salary increase last pay period in April 2019 City's ability to implement furlough program deleted
Bilingual Premium	<ul style="list-style-type: none"> Maintained language in contract with 5% pay premium City agreed to test employees who have contact with public and have been approved to test by City and meet with Union to review any other positions that should be considered for testing and including a discussion on developing appeal process
Special Assignment pay	<ul style="list-style-type: none"> Temporary Upgrade pay (out of class) limited up to 6 months at 10% increase to base salary
On Call Pay	<ul style="list-style-type: none"> Compensation changed to \$225/workweek for on call instead of \$450/two workweeks

Differentials	<ul style="list-style-type: none"> • Deleted ball field light maintenance • Clarified tree trimming 5% is for employees not regularly assigned to crew, in emergency situations. • Certificate for Pool deleted (grandfathered for 1 employee who currently holds certificate) • Added Storm Water Inspector, POST, NIASE and Traffic Signal Technician I, II & III certificates for certificate fees • Certificate Premium pay increased to maximum 7.5% from 5%. Premium pay discontinued upon certification expiration unless timely resubmitted.
Health, Dental and Vision	<ul style="list-style-type: none"> • For employees working full-time positions (40 hours/week) the City will pay the following for employees and their eligible dependents: <ul style="list-style-type: none"> ○ full amount of premiums for dental and vision coverage; ○ full amount of premiums for PERS Choice health plan until first full pay period of December 2019; ○ effective first full pay period of December 2019, employees shall begin to contribute towards cost of monthly health premiums an amount equal to 4% of premium costs, not to exceed: <ul style="list-style-type: none"> ▪ <u>Employee only: \$25/month</u> ▪ <u>Employee plus one: \$50/month</u> ▪ <u>Employee plus family: \$75/month</u> • For employees working regular budgeted part-time positions, the City will pay the following for employee only: <ul style="list-style-type: none"> ○ full amount of premiums for dental and vision coverage ○ full amount of premiums for PERS Choice health plan until the first full pay period in December 2019; ○ Effective first full pay period of December 2019, employees shall begin to contribute towards cost of monthly health premiums an amount equal to 4% of premium costs, not to exceed \$25/month for employee only. • Employee shall pay for premium costs through payroll deductions • City shall pay for the City's portion of health insurance premium to the extent required by law for an employee on approved medical leave • Retiree Participation language clarified to comply with CalPERS retiree rules • Maintain \$684.11 opt out for health insurance
Biennial Physical Examination	<ul style="list-style-type: none"> • Deleted article
Uniform Allowance and Safety eyewear	<ul style="list-style-type: none"> • City provides 5 uniform shirts and/or pants at hire and each 12 months thereafter, around anniversary date of hire • Maintain \$250 footwear allowance per calendar year • City shall provide employees with attire for inclement weather (hats and rain gear) as needed • Added language that City provides prescription safety eyeglass protection to unit members as needed.
Retirement Benefit	<ul style="list-style-type: none"> • Added language to define New PERS members under Public Employee Pension Reform Act of 2013 (PEPRA) and Classic

Physical Fitness/Wellness Program	<ul style="list-style-type: none"> Deleted requirement that health club must be in the City of Salinas Hartnell shall update the physical fitness assessment test as needed to maintain appropriate standards. Changes will be reviewed with the Union in labor management meetings prior to implementation
Annual Leave	<ul style="list-style-type: none"> Clean up language to refer to personnel manual
Sick Leave	<ul style="list-style-type: none"> Deleted language as no longer applicable
Bereavement	<ul style="list-style-type: none"> Cleaned up language on reference to personnel manual
Family & Medical Leave	<ul style="list-style-type: none"> Added language to reference Healthy Workplaces, Healthy Families Act of 2014
Grievance Procedure	<ul style="list-style-type: none"> Maintain grievance Board and selection process. Revised Personnel Manual to ensure management meets with employee and representative at each level of the process and sets specific timelines for a response.
Performance Evaluations	<ul style="list-style-type: none"> No change to this article at this time until the Unfair Labor Practice results in a decision and/or agreement, at which time it will be added to the contract
Compensatory Time	<ul style="list-style-type: none"> Added language that accumulation of compensatory time is in lieu of overtime compensation
Health Care Cost Containment Committee	<ul style="list-style-type: none"> City and Union agree to meet and discuss alternative healthcare options that may benefit City employees and the City once per year or more often as mutually agreed.
Safety Committee	<ul style="list-style-type: none"> Deleted language the Each department Director appoints a representative from the Union. We decide.
Labor Management	<ul style="list-style-type: none"> We will work through existing labor management to continue dialogue on budget and finance issues
Retirement Committee	<ul style="list-style-type: none"> Deleted article – non existent
Salary Study	<ul style="list-style-type: none"> Deleted language that study conducted by outside agency only. Dates renewed for initiating and completing study City shall conduct review of unit positions no later than December 31, 2017. Parties will meet and confer on the implementation
Americans with Disabilities	<ul style="list-style-type: none"> Renamed Accommodations for Employees with Disabilities In accordance with state and federal law
Safety for employees	<ul style="list-style-type: none"> City will provide procedures and training for responding to threats to the safety of employees for all work locations. This includes coverage for emergency evacuations plans. Issues may also be addressed in the safety committee meetings.
Prohibition of Job Action	<ul style="list-style-type: none"> Deleted language that prohibits Union from striking for 90 days after contract expiration Added language that clarifies unlawful concerted activity
Term	<ul style="list-style-type: none"> Effective upon ratification and approval (4/18/17 tentative) and expires April 30, 2020