

Δ Proposal 6/24/23
@ 7:17p

**County Proposal #10 to SEIU June 24, 2023
Appendix D Blue Collar Unit**

County Rejects Union Package Proposal dated 6/23/23

D.1 – Salaries- County not in agreement with UP dated 4/14/23. County Holds to CP dated 6/15/23.

Salaries shall be identified by job code on the salary table (Appendix A).

Job Code	Job Title
T90	AIRPORT OPERATIONS WORKER
V57	ANIMAL CONTROL OFFICER
<u>V58</u>	<u>ANIMAL SERVICE ASSISTANT</u>
<u>N95</u>	<u>ASSISTANT CHIEF ENGINEER</u>
<u>K06</u>	<u>ASSOCIATE BIOMEDICAL ENGINEERING TECHNICIAN</u>
L36	ASSOCIATE COMMUNICATION SYSTEMS TECHNICIAN
K13	ASSOCIATE TELECOMMUNICATIONS SYSTEMS TECHNICIAN
M33	AUTO BODY REPAIR SHOP FOREPERSON
M24	AUTOMOTIVE ATTENDANT
M19	AUTOMOTIVE MECHANIC
H63	BAKER
<u>K03</u>	<u>BIOMEDICAL ENGINEERING TECHNICIAN</u>
F91	BINDERY WORKER I
F90	BINDERY WORKER II
K06	BIOMEDICAL EQUIPMENT TECHNICIAN I
K03	BIOMEDICAL EQUIPMENT TECHNICIAN II
M45	BUILDING SYSTEMS MONITOR
K26	COMMUNICATIONS CABLE INSTALLER

Job Code	Job Title
H66	FOOD SERVICE WORKER II
H28	GARDENER
M48	GENERAL MAINTENANCE MECHANIC I
M47	GENERAL MAINTENANCE MECHANIC II
M56	GENERAL MAINTENANCE MECHANIC III
N96	HOSPITAL STATIONARY ENGINEER
N94	INSTITUTIONAL MAINTENANCE ENGINEER
H18	JANITOR
V58	KENNEL ATTENDANT
H86	LAUNDRY WORKER I
H84	LAUNDRY WORKER II
<u>G8H</u>	<u>MATERIALS SUPPLY SPECIALIST</u>
K19	MEDICAL EQUIPMENT REPAIRER
E28	MESSENGER DRIVER
M49	OCCUPATIONAL THERAPY TECHNICIAN
F81	OFFSET PRESS OPERATOR I
F80	OFFSET PRESS OPERATOR II
F85	OFFSET PRESS OPERATOR III
G66	OPERATING ROOM STOREKEEPER
T13	PARK <u>HEAVY</u> EQUIPMENT OPERATOR
T95	PARK MAINTENANCE CRAFTS WORKER
T93	PARK MAINTENANCE CREW CHIEF
T17	PARK MAINTENANCE WORKER I
T16	PARK MAINTENANCE WORKER II

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Deleted language is ~~struck through~~.

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Job Code	Job Title
<u>N93</u>	<u>STATIONARY ENGINEER- FAF</u>
G82	STOCK CLERK
G81	STOREKEEPER
L35	TELECOMMUNICATIONS TECHNICIAN
N80	TRAFFIC PAINTER I
N79	TRAFFIC PAINTER II
N78	TRAFFIC PAINTER III
H17	UTILITY WORKER
X78	VECTOR CONTROL TECHNICIAN I
X77	VECTOR CONTROL TECHNICIAN II
X76	VECTOR CONTROL TECHNICIAN III
X79	VECTOR CONTROL TRAINEE
M25	VEHICLE USE COORDINATOR
G77	WAREHOUSE MATERIALS HANDLER

County **Modifies** CP dated 6/15/23.

JOB CODE	CLASSIFICATION	REALIGNMENT
K13	ASSOC TELECOMMUNICATIONS TECH	0.45% <u>5%</u>
<u>L35</u>	<u>TELECOMMUNICATIONS TECH</u>	<u>5%</u>
<u>K18</u>	<u>SENIOR TELECOMMUNICATIONS TECHNICIAN</u>	<u>5%</u>
K93	ELECTRICAL ELECTRONIC ASST	3.09% <u>5.0%</u> 7.0%
K92	ELECTRICAL ELECTRONIC TECH	4.00% <u>5.0%</u> 7.0%
K91	SR ELECTRICAL ELECTRONIC TECH	3.00% <u>5.0%</u> 7.0%
<u>M20</u>	<u>FACILITIES MAINTENANCE REP</u>	<u>2%</u>

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F91	BINDERY WORKER I	4.18%
F90	BINDERY WORKER II	3.16%
K06	BIOMEDICAL EQUIPMENT TECH I	3.00%
K03	BIOMEDICAL EQUIPMENT TECH II	3.00%
M45	BUILDING SYSTEMS MONITOR	1.39%
H60	COOK I	3.16%
Q6T	COOK I - U	3.16%
H59	COOK II	2.64%
E49	DAY CARE CENTER AIDE	1.44%
G7E	ELECTION SYSTEMS TECHNICIAN I	0.88%
G7D	ELECTION SYSTEMS TECHNICIAN II	0.11%
G9D	ELECTION WRKR - WAREHOUSE-EH	3.05%
G88	ELECTRICAL STOREKEEPER	2.33%
M28	EMERGENCY VEHICLE EQUIP INSTLR	0.16%
M26	FLEET PARTS COORDINATOR	1.44%
M18	FLEET SERVICES ASST MECHANIC	2.08%
M17	FLEET SERVICES MECHANIC	3.00%
H28	GARDENER	3.71%
N94	INSTITUTIONAL MAINTENANCE ENGR	0.22%
H18	JANITOR	4.44%
Z17	JANITOR - U	4.44%
V58	KENNEL ATTENDANT	3.72%
V5E	KENNEL ATTENDANT - U	3.72%
K19	MEDICAL EQUIPMENT REPAIRER	3.63%

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N65	ROAD MAINTENANCE WORKER III	2.51%
N64	ROAD MAINTENANCE WORKER IV	2.50%
T07	SEASONAL PARK WORKER	6.63%
N63	SIGN SHOP TECHNICIAN	0.67%
K01	SR BIOMEDICAL EQUIPMENT TECH	3.00%
G76	SR WAREHOUSE MATERIALS HANDLER	2.28%
G82	STOCK CLERK	4.14%
G8B	STOCK CLERK - U	4.14%
G81	STOREKEEPER	2.80%
G8C	STOREKEEPER - U	2.80%
N80	TRAFFIC PAINTER I	2.63%
N79	TRAFFIC PAINTER II	2.07%
N78	TRAFFIC PAINTER III	2.00%
H17	UTILITY WORKER	2.30%
H1A	UTILITY WORKER - U	2.30%
X78	VECTOR CONTROL TECHNICIAN I	1.02%
X77	VECTOR CONTROL TECHNICIAN II	3.00%
X76	VECTOR CONTROL TECHNICIAN III	3.00%
X79	VECTOR CONTROL TRAINEE	1.99%
M25	VEHICLE USE COORDINATOR	4.04%
G77	WAREHOUSE MATERIALS HANDLER	3.05%
Z7A	WAREHOUSE MATERIALS HANDLER - U	3.05%

D.2 – Environmental Services- SCVHHS Vacancies- County Agrees to CCL proposed in UP dated 4/14/23.

D.3 – Training and Development County- County Agrees to CCL proposed in UP dated 4/14/23.

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If any of the classifications in Section D.3.a) get modified or eliminated, either party can demand request to meet and confer on including any applicable the new classification in Section D.3.a). If an agreement is not reached within thirty (30) calendar days of the first meeting, Section D.3.a) shall remain status quo.

2. Selection of workers in classifications listed in ~~s~~Section D.3.(a), will be based on their anticipated ability to perform at the higher level, given adequate training and experience. If management determines that two candidates have equal potential ability to perform at the higher level, given adequate training and experience, the County shall select the most senior person. In-lieu of any existing departmental agreements, seniority will be based on days of accrued service as reported on the workers' paycheck.
3. The selected worker will serve as a trainee and will be expected to learn the specialized function, be capable of performing at the higher level, and meet employment standards of the higher-level classification within one (1) year.
4. To be promoted to the higher-level classification, the worker must meet the employment standards for the higher-level class, receive a favorable promotional rating form, and complete six (6) months in the lower class. If the worker meets this criteria, ~~he/she~~ they shall be promoted to the higher-level classification at the beginning of the next pay period. If the worker does not receive a favorable promotional rating form within six (6) months, ~~he/she~~ they shall then be eligible to receive a second promotional rating form after another three (3) months.
5. If the wage difference exceeds the upward salary change of 15% between the lower-level classification and the next level alternately staffed classification wage band (transfer band), the incumbent must pass a qualifying exam which will consist of a written test and a favorable promotional rating prior to promotion. Should the worker not pass the qualifying exam, ~~he/she~~ they shall be allowed to review the examination or portions allowed to be reviewed pursuant to Merit System Rules. For portions of the test not reviewable, the worker may discuss ~~his/her~~ their weak points with the testing analyst. If the exam is taken through the regular recruitment process, it will be treated as the qualifying exam under this section. If the incumbent does not pass the qualifying exam, ~~he/she~~ they shall then be eligible to take a second qualifying exam no sooner than 45 days from the date of the original examination, in accordance with the timelines specified in the Merit System Rules.
6. If a worker does not receive a favorable promotional rating within one (1) year, ~~he/she~~ they shall be transferred to a vacant position in ~~his/her~~ their former classification for which ~~he/she~~ is they are eligible in ~~his/her~~ their current department. If there are no vacancies, the worker shall transfer to ~~his/her~~ their former classification in a vacant position in ~~his/her~~ their former department for which ~~he/she~~ is they are eligible.

b) Blue Collar Career Development and Education- County in agreement with UP dated 6/2/23.

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- 2) Sixteen (16) hours field instruction. Additional field instruction may be granted if requested by the worker to management.

3. Ten Wheelers- County not in agreement with UP dated 4/14/23. County Holds to CP dated 6/14/23.

Instruction ~~will~~ shall continue to be provided on County time subject to staffing and equipment availability.

Training shall be offered on a rotational basis by seniority preference as defined by days of accrued service on the workers' paycheck.~~in the Departmental Agreement.~~

4. Sweeper Training- County not in agreement with UP dated 4/14/23. County Holds to CP dated 6/14/23.

Sweeper equipment training ~~will~~ shall be provided on an as-needed basis, typically when there is a new sweeper operator assignment and/or when sweepers are purchased/rented/leased. The training/equipment orientation will be provided to new sweeper operators at the equipment's base yard. Instruction will continue to be provided on County time, subject to staffing and equipment availability. Training shall be offered on a rotational basis by seniority preference as defined by days of accrued service on the workers' paycheck.~~in the Departmental Agreement.~~

5. Boom/Aerial Truck Training- County not in agreement with UP dated 4/14/23. County Holds to CP dated 6/6/23.

Boom/Aerial truck training ~~will~~ shall be provided by the County, on County time as management deems necessary.

New UP 6. Mobile Crane Training- County not in agreement with UP dated 4/14/23. County Holds to CP dated 6/6/23.

6. Mobile Crane Training

Mobile crane training shall be provided by the County, on County time, as management deems necessary.

- h) **Animal Control Officer Training- County Agrees to CCL proposed in UP dated 4/14/23.**
- i) **Production Graphics Technician Training- County Agrees to CCL proposed in UP dated 4/14/23.**
- j) **Vector Control Training Committee- Union in agreement with CP dated 5/3/23.**
- k) **Telecommunications Training- Union agrees to CP dated 5/17/23.**
- l) **~~Biomedical & Medical Equipment Repair~~ Engineering Technician Training- Union in agreement with CP dated 5/17/23.**
- m) **Electronic Repair Technician- County Agrees to UP dated 4/14/23.**
- n) **Time Off for Career Advancement- County in agreement with UP dated 6/2/23**

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- c) ~~Biomedical Equipment Engineering Technician Lead Differential-~~ **Union in agreement with CP dated 5/17/23**
- d) **Class A/B Commercial Driver License Training- County in agreement with UP dated 5/26/23.**
- e) **Crew Lead Differential- County not in agreement with UP dated 6/9/23. County Holds to CP dated 5/3/23.**

Workers in classifications that do not have supervisory or lead responsibilities who are assigned to lead a group of two (2) or more incarcerated persons, shall be compensated at the flat rate of one dollar and fifty cents (\$1.50) per hour above the regular salary rate for each hour actually worked.

This differential shall not be paid if the worker receives any other lead or supervisory differential.

Workers shall be assigned to lead if volunteers are not available.

Workers who lead crews shall receive annual training in appropriate crew lead procedures and supervision of incarcerated persons. Except in emergencies, a worker should normally receive training prior to being assigned crew lead responsibilities.

- f) **Custody Support Assistant Lead Differential-County not in agreement with UP dated 6/9/23. County Holds to CP dated 6/6/23.**

No more than one (1) incumbent on each shift at the Main Jail, Elmwood, and ~~the Elmwood Support Services Division~~, and no more than one (1) incumbent in ~~the Programs Unit and the Elmwood Women's Facility, Correctional Center for Women~~, when assigned a full range of lead duties by the Department of Correction, shall be compensated at the flat rate of one dollar and ~~forty six~~ sixty cents (\$1.~~6040~~) per hour above the regular salary rate for each hour actually worked.

- g) **Electronic Repair Technician Lead Differential- County not in agreement with UP dated 6/9/23. County Holds to CP dated 6/6/23.**

When assigned the full range of lead responsibilities, one position of Electronic Repair Technician ~~in the~~ at Santa Clara Valley Healthcare ~~and Hospital System~~ and one position in the Fleet and Facilities Department, shall be compensated at a flat rate of one dollar and ninety cents (\$1.90) per hour above the regular salary rate for each hour actually worked.

- h) ~~Fleet Services Mechanic Class A Differential-~~ **County not in agreement with UP dated 6/2/23. County Modifies CP dated 5/17/23.**

Up to eight (8) workers in the position of Fleet Service Mechanic who hold and maintain a Class A with an Air Brake and Passenger Endorsement License shall be compensated a flat rate ~~monthly allowance~~ of three hundred ~~and fifty~~ and fifty dollars (~~\$3500~~) per month. Such compensation will be divided by the number of pay periods in the payroll calendar year (26 or 27 pay periods depending on the payroll calendar year) and the quotient will be paid to the worker each pay period. When assigned and receiving this differential, workers are expected to perform duties associated with driving a Class A/B vehicle.

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- m) **Janitors-Retort Differential– Union in agreement with CP dated 6/15/23**
- n) **~~kennel Attendant~~ Animal Services Assistant Differential Union in agreement with CP dated 6/2/23.**
- o) **Lead Auto Mechanic Differential - County Agrees to CCL proposed in UP dated 4/14/23.**
- p) **Lead Fleet Service Mechanic Differential - County in Agreement with UP dated 6/2/23.**
- q) **Lead Baker Differential - County Agrees to CCL proposed in UP dated 4/14/23.**
- r) **Lead Janitor Differentia I- Union in agreement with CP dated 6/6/23.**
- s) **Lead Laundry Worker II Differential - County withdraws package proposal.**
- t) **Lead ~~Stock Clerk~~ Messenger Driver Differential- Union in agreement with CP dated 5/25/23.**
- u) **Offset Press Operator I- County Agrees to CCL proposed in UP dated 4/14/23.**
- v) **Pesticide Recommendation Differential - County Agrees to CCL proposed in UP dated 4/14/23.**
- w) **Road Maintenance Worker III Dual Function/Lead Differential- County Agrees to CCL proposed in UP dated 4/14/23**
- x) **Road Maintenance Worker III/Road Maintenance Worker IV Welding Differential- County not in agreement with UP dated 6/9/23. County Holds to CP dated 5/3/23.**

A Road Maintenance Worker III or Road Maintenance Worker IV who obtains and maintains the appropriate welding competency as defined by the County and departmental policies and procedures, and is assigned welding duties, shall be compensated at the flat rate of one dollar and seventy cents (\$1.70) per hour above the regular rate for each hour actually worked. This differential is limited to no more than two positions in the Department of Roads and Airports at any one time.

- y) **Road Maintenance Worker IV Dual Function Differential- County Agrees to CCL proposed in UP dated 4/14/23.**
- z) **Stationary Engineer Differential- County Agrees to CCL proposed in UP dated 4/14/23**
- aa) **~~Stock Clerk~~ Material Supply Specialist ~~Bulk Storage~~ Differential- County not in agreement with UP dated 6/9/23. County Holds to CP dated 6/6/23.**

Incumbents in the class of ~~Stock Clerk~~ Material Supply Specialist at Santa Clara Valley Healthcare, Santa Clara Health and Hospital Systems when assigned to a shift in the Bulk Storage Area, in the Equipment Control Warehouse, shall be compensated at the flat rate of one dollar and five cents (\$1.05) per hour above the regular rate for each hour actually worked.

DATE: August 13, 2020

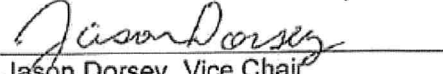
COUNTY of SANTA CLARA

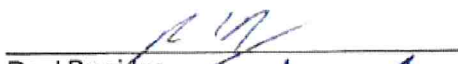
BLUE COLLAR UNIT, SEIU LOCAL 521



Karen Garza

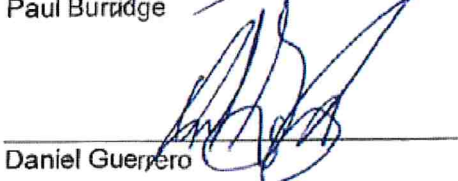
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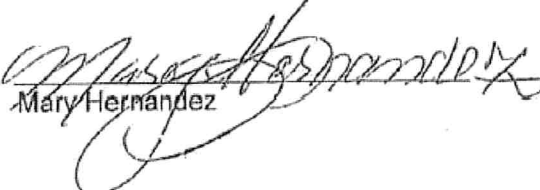
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Jason Dorsey, Vice Chair


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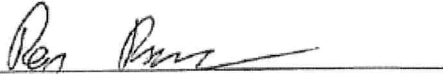

Daniel Guerrero


Mary Hernandez

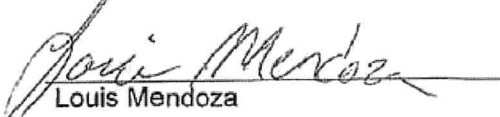
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Ron Ramos

Darren Williams


Louis Mendoza

County Holds to CP dated 5/3/23.

SIDELETTER


PARKS AND RECREATION DEPARTMENT

PARK SERVICE ATTENDANT PILOT PROJECT

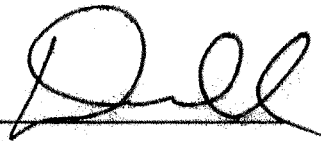
The County of Santa Clara and SEIU Local 521 have agreed to the following:

Representatives from the Human Resources, Parks and Recreation, and Labor Relations Departments and SEIU Local 521 shall convene a committee to research and develop a pilot project providing Park Service Attendants with the opportunity to pursue alternative career paths. This pilot project shall be modeled after the Promotional Opportunity Project described in section B.10 of the Clerical Unit section and in accordance with the County Personnel Ordinance.

DATED: 11-20-2015



Catherine Blue Holmes
For the County of Santa Clara



Darin Woodard
For SEIU Local 521