

Negotiations between Service Employee International Union, Local 521 and
County of Santa Clara
Union Package Proposal
Blue Collar Unit Table

Package Proposal
Rejection in whole or in part reverts back to Union's
Previous Proposal.

DATE: 6/16/23
TIME: 4:59pm

D.1	SALARIES	SEE ATTACHED
D.3	TRAINING AND DEVELOPMENT	SEE ATTACHED
D.6	DIFFERENTIAL	SEE ATTACHED

Side letter

ALL OTHER ARTICLES NOT SPECIFICALLY MENTIONED ABOVE WILL BE NEGOTIATED AT A LATER DATE OR WILL REMAIN AS UNION'S POSITION IN IT'S INITIAL PROPOSAL, NO CHANGE OR HAVE BEEN T.A.'D. UNION RESERVES THE RIGHT TO MODIFY AND/OR AMEND IT'S PROPOSALS.

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D.1 – Salaries UP package 6/16/23

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
V58	ANIMAL SERVICES ASISTANT
N95	ASSISTANT CHIEF ENGINEER
K06	ASSOCIATE BIOMEDICAL ENGINEERING TECHNICIAN
L36	ASSOCIATE COMMUNICATION SYSTEMS TECHNICIAN
K13	ASSOCIATE TELECOMMUNICATIONS TECHNICIAN
M33	AUTO BODY REPAIR SHOP FOREPERSON
M24	AUTOMOTIVE ATTENDANT
M19	AUTOMOTIVE MECHANIC
H63	BAKER
F91	BINDERY WORKER I
F90	BINDERY WORKER II
K03	BIOMEDICAL ENGINEERING TECHNICIAN
M45	BUILDING SYSTEMS MONITOR
K26	COMMUNICATIONS CABLE INSTALLER
L37	COMMUNICATION SYSTEMS TECHNICIAN
H60	COOK I
H59	COOK II
H61	CORRECTIONAL COOK
G74	CUSTODY SUPPORT ASSISTANT
E49	DAY CARE CENTER AIDE
H64	DIETETIC ASSISTANT
G7E	ELECTION SYSTEMS TECHNICIAN I
G7D	ELECTION SYSTEMS TECHNICIAN II
G88	ELECTRICAL STOREKEEPER
K93	ELECTRICAL/ELECTRONIC ASSISTANT
K92	ELECTRICAL/ELECTRONIC TECHNICIAN
K94	ELECTRONIC REPAIR TECHNICIAN
M28	EMERGENCY VEHICLE EQUIPMENT INSTALLER
M20	FACILITIES MAINTENANCE REPRESENTATIVE
M22	FACILITIES MATERIALS COORDINATOR
M11	FLEET MAINTENANCE SCHEDULER
M26	FLEET PARTS COORDINATOR
M18	FLEET SERVICES ASSISTANT MECHANIC

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Job Code	Job Title
M14	FLEET SERVICES MODIFICATION MECH
M17	FLEET SERVICES MECHANIC
H68	FOOD SERVICE WORKER-CORRECTION
H67	FOOD SERVICE WORKER I
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
H86	LAUNDRY WORKER I
H84	LAUNDRY WORKER II
G8H	MATERIALS SUPPLY SPECIALIST
K19	MEDICAL EQUIPMENT REPAIRER
E28	MESSENGER DRIVER
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
T32	PARK SERVICES ATTENDANT
T1C	PARK TRAILS SPECIALIST
M38	PARKING LOT CHECKER
M35	PARKING PATROL COORDINATOR
F26	PRINT-ON-DEMAND OPERATOR
F82	PRODUCTION GRAPHICS TECHNICIAN
M3A	RECORDS RETENTION DRIVER
N43	RESIDENT ROAD MAINTENANCE WORKER III
N41	RESIDENT ROAD MAINTENANCE WORKER IV
N69	ROAD DISPATCHER
N67	ROAD MAINTENANCE WORKER I
N66	ROAD MAINTENANCE WORKER II

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Job Code	Job Title
N65	ROAD MAINTENANCE WORKER III
N64	ROAD MAINTENANCE WORKER IV
N61	ROAD MAINTENANCE SUPERVISOR
T07	SEASONAL PARK WORKER
K01	SENIOR BIOMEDICAL ENGINEERING TECHNICIAN
K20	SENIOR COMMUNICATION SYSTEMS TECHNICIAN
K91	SENIOR ELECTRICAL/ELECTRONIC TECHNICIAN
T27	SENIOR PARK MAINTENANCE WORKER
K18	SENIOR TELECOMMUNICATIONS TECHNICIAN
G76	SENIOR WAREHOUSE MATERIALS HANDLER
N63	SIGN SHOP TECHNICIAN
N93	STATIONARY ENGINEER- Fleet & Facilities
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
G77	WAREHOUSE MATERIALS HANDLER

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Realignments:

JOB CODE	CLASSIFICATION	REALIGNMENT
G74	CUSTODY SUPPORT ASSISTANT	3%
K93	ELECTRICAL/ELECTRONIC ASSISTANT	9%
K92	ELECTRICAL/ELECTRONIC TECHNICIAN	9%
K91	SENIOR ELECTRICAL/ELECTRONIC TECHNICIAN	9%
K94	ELECTRONIC REPAIR TECHNICIAN	5%
M48	GENERAL MAINTENANCE MECHANIC I	0%
M47	GENERAL MAINTENANCE MECHANIC II	3%
M56	GENERAL MAINTENANCE MECHANIC III	3%
H18	JANITOR	3%
M20	FACILITIES MAINTENANCE REPRESENTATIVE	4%
M26	FLEET PARTS COORDINATOR	4%
K13	ASSOCIATE TELECOMMUNICATIONS TECHNICIAN	0%
L35	TELECOMMUNICATIONS TECH.	6%
K18	SENIOR TELECOM. TECH.	0%
H64	DIETETIC ASSISTANT	2% TA
H68	FOOD SERVICE WORKER-CORRECTION	5%TA
H67	FOOD SERVICE WORKER I	5%TA
H66	FOOD SERVICE WORKER II	5%TA
T32	PARK SERVICES ATTENDANT	0%
N43	RESIDENT ROAD MAINTENANCE WORKER III	0%
N41	RESIDENT ROAD MAINTENANCE WORKER IV	0%
N67	ROAD MAINTENANCE WORKER I	0%
N66	ROAD MAINTENANCE WORKER II	2%
N65	ROAD MAINTENANCE WORKER III	2%
N64	ROAD MAINTENANCE WORKER IV	2%
N61	ROAD MAINTENANCE SUPERVISOR	0%
X78	VECTOR CONTROL TECHNICIAN I	0%
X77	VECTOR CONTROL TECHNICIAN II	0%
X76	VECTOR CONTROL TECHNICIAN III	0%
X79	VECTOR CONTROL TRAINEE	0%
N80	TRAFFIC PAINTER I	3%
N79	TRAFFIC PAINTER II	3%
N78	TRAFFIC PAINTER III	0%
H17	UTILITY WORKER	3%
H59	COOK	0%
H61	CORRECTIONAL COOK	5%

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D.2 – Environmental Services – SCVHHS Vacancies CCL TA 5/3/23

D.3 – Training and Development

In order to provide training for promotional opportunities for County workers, training programs shall be continued in the following areas:

a) **Career Development Advancement** (UP package 6/16/23)

The following classifications may shall be alternately staffed as indicated:

Gardener / Janitor

Janitor / Utility Worker

Park Maintenance Worker I / Janitor Road

Maintenance Worker I / Janitor Road

Maintenance Worker I / Gardener

Road Maintenance Worker I / Utility Worker General

Maintenance Mechanic I / Utility Worker

Stationary Engineer / General Maintenance Mechanic II Park

Maintenance Worker I / Gardener

Cook I / Food Service Worker II / Food Service Worker I, Food Service Worker Correction

~~Sr. Biomedical Engineering Technician / Associate Biomedical~~

~~Engineering Technician~~

Electrical/Electronic Technician / Electronic Repair Technician

Park Heavy Equipment Operator / Park Maintenance Worker II

~~Materials Supply Specialist/ Associate Biomedical Engineering~~

~~Technician~~

~~Janitor/ Health Services Assistant II~~

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- 1) Instead of appointing directly to the ~~hire~~ higher classification, the hiring authority may accept the transfer of a current coded Janitor, Utility Worker, Stationary Engineer, General Maintenance Mechanic III, General Maintenance Mechanic II, Gardener, Food Service Worker II, Food Service Worker I or Correctional Food Service Worker, ~~Medical Equipment Repairer Associate Biomedical Engineering Technician~~, Electronic Repair Technician, Park Maintenance Worker II, or Utility Worker as indicated.

If not enough qualified Janitor, Utility Worker, General Maintenance Mechanic III, General Maintenance Mechanic II, Gardener, Food Service Worker II, Food Service Worker I or Food Service Worker Correction, ~~Medical Equipment Repairer Associate Biomedical Engineering Technician~~, Electronic Repair Technician, Park Maintenance Worker II, or Utility Worker apply for transfer, the department may request that eligible candidates be certified from the appropriate lower level eligible candidates list.

If any of the classifications in Section D.3.a) get modified or eliminated, either party can request to meet and confer on including any applicable new classifications listed above in Section D.3.a).
- 2) Selection of workers in classifications listed in section (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 an existing departmental agreement, Seniority will be based on days of accrued service as computed and reported on the employee's pay check within a coded classification with the County.
- 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 ~~they~~ is 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~~ they is are eligible.

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- b) **Blue Collar Career Development and Education TA 6/2/23**
- c) **Automotive Attendant and Fleet Services Assistant Mechanic Training TA 5/26/23**
- d) **County Communications Technical Division Training TA 5/3/23**
- e) **Park Services Attendant Training Program Union agree to CP 5/25/23 TTA**
- f) **Offset Press Operator Training TA 6/2/23**
- g) **Heavy Road Equipment Training UP package 6/16/2323**

The Roads and Airports Department will offer each of the following training segments, except for Boom/Aerial Truck and Sweeper Training, not less than once every two (2) calendar years if a minimum of eight (8) workers sign up for such segment. Trainings will be provided on county time ~~in the evenings or over the weekends~~. The County will pay for the instructor(s) and necessary equipment and supplies. ~~Workers will attend sessions on their own time~~. When conducting in-house training, Roads and Airports Department will have up to two (2) sites if there is an expressed interest and enough participation from workers.

1. Equipment for Road Worker IIIs

The trainings covered by this segment are on the following equipment: light loader, 10-wheeler, tilt trailer and large roller. These pieces of equipment may be rotated with other equipment operated under typical tasks in the Road Maintenance Worker III specifications.

- a. The department ~~will~~ shall offer twenty-four (24) hours of training as indicated below.
 - 1) Eight (8) hours classroom instruction.
 - 2) Sixteen (16) hours field instruction. Additional field instruction may be granted if requested to management.

2. Equipment for Road Worker IVs

The trainings covered by this segment include loader, backhoe, skip loader, gradall, and tractor with trailer (i.e. lowboy). These pieces of equipment may be rotated with other equipment operated under typical tasks in the Road Maintenance Worker IV specifications.

- a. The department ~~will~~ shall offer twenty-four (24) hours of training as indicated below.

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- 1) Eight (8) hours classroom instruction.
 - 2) Sixteen (16) hours field instruction. Additional field instruction may be granted if requested to management.
2. **Ten Wheelers**
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 in the Departmental Agreement.
3. **Sweeper Training**
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 in the Departmental Agreement.
4. **Boom/Aerial Truck Training**
Boom/Aerial truck training ~~will~~ shall be provided by the County, on County time, as management deems necessary.
5. **Mobile Crane Training**
Mobile crane training shall be provided by the County, on County time, as management deems necessary.
- h) **Animal Control Officer Training- TTA 5/17/23**
- i) **Production Graphics Technician Training-Provide the training program- TTA 5/3/23**
- j) **Vector Control Training Committee- Union accept CP 5/3/23 TA**
- k) **Telecommunications Training (Union Accept CP 5/17/23 TTA)**
- l) **Biomedical & ~~Medical~~ Equipment Repair Training (Union Accept CP 5/17/23 TTA)**
- m) **Electronic Repair Technician TTA**

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- n) **Time Off for Career Advancement CCL**
 - o) **Fleet Service Mechanic, Class A/B Training with Passenger Endorsement and Air Brake UP package 6/16/23**
For those in the Fleet Services Mechanics Series who are interested and those that meet the County's needs at various maintenance facilities and work shifts, the County shall provide initial Commercial Divers License Class A Trainings for employees by seniority.
- D.4 – Miscellaneous (3)**
- a) **Tool Allowance** Union accepts CP 6/9/23 TA 6/12/23
 - b) **Dietetic Assistant Meals- CCL**
 - c) **After-Hours Telephone Call Pay** -Union Accept CP 5/17/23 TTA
 - d) **County Email Correspondence and Computer Use** (County accepts 5/19/23) TTA
- D.5 – Seniority/Promotional Program**
- a) **Purpose** CCL 5/10/23
 - b) **Definitions** CCL 5/10/23
 - c) **Vacancies within Promotional Classes** CCL 5/10/23
 - d) **Classes Covered** Union accept CP 5/17/23 TTA)
- D.6 – Differentials**
- a) **Animal Transport Differential** (TTA)
 - b) **Automotive Services Excellence (ASE) Certification Differential** **Union Holds to 6/12/23**
Incumbents in the Automotive Attendant, Fleet Services Assistant Mechanic, Automotive Mechanic, Fleet Services Mechanic, Emergency Vehicle Equipment Installer, Fleet Services Modification Mechanic, and Fleet Parts Coordinator classifications shall receive a differential of zero point ~~fifty-six~~ two-five percent (0.~~705~~625%) above the employee's salary range when that employee obtains and maintains a Fleet Management – approved certification. This differential is available for possession and maintenance of up to eight (8) approved ASE certifications, for a maximum of ~~four and a half~~ five percent (~~54~~5.0%) above the employee's salary range.

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c) **Biomedical—~~Equipment~~ Engineering Technician Lead Differential**
(Union Accepts CP 5/17/23) TTA

When assigned the full range of lead responsibilities, one position of Bio-Medical ~~Equipment~~ Engineering Technician in the Santa Clara Valley Health and Hospital System assigned to the Operating Room or Cath Lab, shall be compensated at the flat rate of two dollars (\$2.00) above the regular salary rate for each hour actually worked.

When assigned the full range of lead responsibilities, one position of Bio-Medical ~~Equipment~~ Engineering Technician in the Santa Clara Valley Health and Hospital System assigned to the Bio-Medical Division shall be compensated at the flat rate of two dollars (\$2.00) per hour above the regular salary rate for each hour actually worked.

When assigned the full range of lead responsibilities, no more than three (3) Senior Biomedical Engineering Technicians in the Health and Hospital System shall be compensated at the rate of five percent (5%) above the employee's salary range and step.

d) **Class A/B Commercial Driver License Training-** (TA 6/2/23)

Road Maintenance Worker III or IV when assigned to train other Road Maintenance Workers on attaining a class A or B driver's license shall be compensated at the flat rate of ~~one~~ two dollars and ~~twenty five~~ ~~seventy five~~ cents (~~\$1.75~~ ~~2.25~~) per hour above the regular rate for each hour of training.

e) **Crew Lead Differential** (UP package 6/16/23)

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~~ five percent (~~\$1.50~~ ~~76~~ 5%) 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.

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- f) **Custody Support Assistant Lead Differential (UP package 6/16/23)**
No more than one (1) incumbent on each shift at the Main Jail, Elmwood, and Elmwood Support Services and no more than one (1) incumbent in Programs and 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 cents~~ five percent (\$1.40-5%) per hour above the regular salary rate for each hour actually worked.
- g) **Electronic Repair Technician Lead (UP package 6/16/23)**
When assigned the full range of lead responsibilities, one position of Electronic Repair Technician in the Santa Clara Valley Health 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~~ five percent (\$1.90 5%) per hour above the regular salary rate for each hour actually worked.
- h) **Fleet Services Mechanic Class A Differential (UP package 6/16/23)**
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 & ~~forty~~ twenty dollars (\$~~320.00~~). When assigned and receiving this differential, workers are expected to perform duties associated with driving a Class A/B vehicle
- i) **Fleet Parts Coordinator & Emergency Installer Lead Differential (UP Hold 6/12/23) Discussion**
One Fleet Parts Coordinator and Emergency Vehicle Equipment Installer classifications in Facilities and Fleet, when assigned and performing the full range of lead duties, shall be compensated at the flat rate of ~~one dollar~~ five percent and fifty cents (\$1.50-5.0%) per hour above the regular salary rate for each hour actually worked.
- j) **Food Service Worker-Correction Extended Lead Differential (UP CCL 6/16/23)**
In recognition of the extended lead responsibilities assigned (on a rotating basis quarterly), the following position, a differential of one dollar and twenty cents (\$1.20) per hour is authorized for:

For one The county shall have one (1) position per shift of Food Service Worker-Correction at each County facility. when assigned by Management as the Dishroom Supervisor for hours worked.
- k) **Gardener Lead Differential (CCL) TA**
- l) **Janitorial Project Team Crew Differential (UP package 6/16/23)**
Janitors assigned in accordance with the following criteria shall receive one dollar and ~~twenty~~ fifty cents (\$~~1.50~~20) per hour as the total

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premium payment for each hour actually worked:

i. **Project Team Crew Criteria**

Janitors who have bid to work on the team cleaning or project crew are entitled to the differential when performing team cleaning or special project assignments. They will continue to receive the pay when pulled by management to do other work.

ii. **Non-Project Crew Criteria**

1. Janitors who have bid to work in relief jobs are entitled to the pay when they are not assigned to provide relief for a regular floor assignment, but only when assigned to a team cleaning or special project assignment.
2. Janitors who have bid to work in a regular floor assignment are entitled to the pay when pulled from their assignment and area, and are instead assigned to a team cleaning or special project assignment.

The criteria used to determine if the Janitor is eligible is whether or not the work done is a regular part of the designated job assignment for the specific area in question. If any regular job (one tied to an area) requires the periodic performance of janitorial tasks which are the same as those performed when doing a special project, they are not eligible for the differential since it is a part of the designated job for that specific area.

m) **Janitors-Retort Differential (Union TA CP 6/15/23)**

Janitors assigned ~~by management to perform~~ the full range of duties associated with operating the autoclave sterilizer (retort area) or transporting hospital waste such as, regulated medical waste, sharps waste, trace and chemo waste, hazardous waste, recyclable waste, and other waste stream duties as assigned at the Santa Clara Health and Hospital System shall be compensated at the flat rate of one dollar and ~~fifty~~ **twenty-five cents** (\$~~1.50~~**25**) per hour above the regular salary rate for each hour actually worked.

n) **~~Kennel Attendant~~ Animal Services Assistant Lead Differential (Union TA CP 6/15/23)**

Up to three (3) ~~Kennel Attendants~~ Animal Services Assistant, when assigned to work at the Animal Shelters performing the full range of lead duties shall be compensated at the flat rate of one dollar ~~and twenty cents~~ (\$~~1.20~~) per hour above the regular salary rate for each hour actually worked.

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- o) **Lead Auto Mechanic Differential CCL TA**
- p) **Lead Fleet Service Mechanic Differential** Union withdraws CCL 6/2/23
- q) **Lead Baker Differential CCL TA**
- r) **Lead Janitor Differential** Union Accepts CP 6/2/23
- s) **Lead Laundry Worker II Differential (CCL TA)** Union rejects CP
- t) **Lead ~~Stock Clerk~~ Messenger Driver Differential** Union TA CP 5/25/23
- u) **Offset Press Operator I CCL TA**
- v) **Pesticide Recommendation Differential CCL TA**
- w) **Road Maintenance Worker III Dual Function/Lead Differential CCL TA**
- x) **Road Maintenance Worker III/Road Maintenance Worker IV Welding Differential (UP package 6/16/23)**
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 ~~two one~~ **two one** dollars ~~and seventy cents~~ (~~\$2.00-1.70~~) 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 CCL TA**
- z) **Stationary Engineer Differential CCL TA**
- aa) **~~Stock Clerk~~ Materials Supply Specialist Bulk Storage Differential-(UP package 6/16/23)**
Incumbents in the class of ~~Stock Clerk~~ Materials Supply Specialist at Santa Clara Valley Healthcare ~~and Hospital Systems~~ when assigned to a shift in the Bulk Storage Area shall be compensated at the flat rate of one dollar and ~~five fifty~~ **five** cents (~~\$1.50 05~~) per hour above the regular rate for each hour actually worked.
- bb) **Park Service Attendant Lead Differential CCL TA**
- cc) **Water Treatment Certification Stipend CCL TA**
- ~~dd)~~ **~~Electronic Repair Tech. badge access, security & Networking Applications~~**
Union with draws to PP 6/2/23)

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- ee) **Electronic Repair Technician – Fire/life safety systems Differential**
Union withdraw only with acceptance Package with of the side letter.
Incumbents in the classification of Electronic Repair Technician in the county of Santa Clara Health System Facilities, who hold certification per NFPA 72, when assigned to perform Fire life safety system inspections, repairs, shutdowns & testing; shall be compensated a flat rate monthly allowance of three hundred and ~~eighty~~ forty dollars (\$340.80). When assigned and receiving this differential, workers are expected to perform duties associated with fire life safety system inspections, repairs & testing.
- ff) **Electronic repair Technician Project Lead** Union withdraws on 6/2/23)
- ~~gg) **Road Maintenance Worker III Class A License** Union Withdraws 5/26/23)~~
- hh) **Cook/Correctional Cook Lead – UP Holds 6/16/23)**
When assigned the full range of lead duties, incumbents in Cook or Correctional Cook positions shall be compensated an additional Five percent (5%) above the employee's salary range and step. ~~base pay~~
- ii) **Materials Supply Specialist Lead Differential (Union TA CP 6/14/23)**
When assigned to perform the full range of lead duties, Incumbents in the Materials supply Specialist shall be compensated five percent (5.%) above the workers salary range and step.
- jj) **Senior Electrical/Electronic Technician and Electrical/Electronic Technician UP package 6/16/23)**
Incumbents of in the classifications of Senior Electrical/Electronic Technician and Electrical/Electronic Technician shall be compensated a flat rate monthly allowance of three hundred and ~~twenty~~ dollars (\$320) When assigned and receiving this differential, workers are expected to perform duties associated with the crane truck.

D.7 - Work Out of Class (Union CCL 5/10/23) TA

- a) **Electrical/Electronic Technician**
Work out of classification provisions shall apply to the classification of Electrical/Electronic Technician when supervising contractors and shall be compensated at the rate of Senior Electrical/Electronic Technician.
- b) **Laundry Worker I-**
An incumbent in the class of Laundry Worker I in the County of Santa Clara Health and Hospital System Laundry when assigned to perform Laundry Worker II duties shall be paid at the rate for Laundry Worker II.

Side Letter Agreement
Between SEIU Local 521
And County of Santa Clara

The parties agree that addressing the vacancy and recruitment issues that exist with specific Blue Collar Classifications is essential to providing quality public services to the County. In order to address that, the parties agree that no later than January 1, 2024, a classification study shall be initiated, completed and noticed to the Union, no later than August 30, 2025, for the following classifications:

1. Electronic Repair Technician
2. Custody Support Assistant
3. Electrical Electronic Technician Series

