

County Proposal #12 to SEIU June 28, 2023
Appendix D Blue Collar Unit

County Rejects Union Package Proposal dated 6/26/23

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 <u>SYSTEMS</u> 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 |
|-----------------|---------------------------------------|
| L37 | COMMUNICATION SYSTEMS TECHNICIAN |
| <u>H59</u> | <u>COOK</u> |
| H60 | COOK I |
| H59 | COOK II |
| <u>H61</u> | <u>CORRECTIONAL COOK</u> |
| 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 |
| M17 | FLEET SERVICES MECHANIC |
| M14 | FLEET SERVICES MODIFICATION MECHANIC |
| H68 | FOOD SERVICE WORKER-CORRECTION |
| H67 | FOOD SERVICE WORKER I |

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| 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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| Job Code | Job Title |
|-----------------|--|
| T32 | PARK SERVICES ATTENDANT |
| T1C | PARKS TRAIL 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 |
| N61 | ROAD OPERATIONS <u>MAINTENANCE</u> SUPERVISOR |
| N66 | ROAD MAINTENANCE WORKER II |
| N65 | ROAD MAINTENANCE WORKER III |
| N64 | ROAD MAINTENANCE WORKER IV |
| T07 | SEASONAL PARK WORKER |
| K01 | SENIOR BIOMEDICAL EQUIPMENT TECHNICIAN |
| K20 | SENIOR COMMUNICATION SYSTEMS TECHNICIAN |
| K91 | SENIOR ELECTRICAL/ELECTRONIC TECHNICIAN |
| K18 | SENIOR TELECOMMUNICATIONS TECHNICIAN |
| N95 | SENIOR HOSPITAL STATIONARY ENGINEER |
| T27 | SENIOR PARK MAINTENANCE WORKER |
| G76 | SENIOR WAREHOUSE MATERIALS HANDLER |
| N63 | SIGN SHOP TECHNICIAN |
| N96 | STATIONARY ENGINEER |

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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 6/26/23.

| JOBCODE | 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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|----------------|--------------------------------------|--|
| G74 | CUSTODY SUPPORT ASSISTANT | 4.04% 1.5% |
| Z74 | CUSTODY SUPPORT ASSISTANT - U | 4.04% 1.5% |
| H64 | DIETETIC ASSISTANT | 1.89% 2% |
| Q6Q | DIETETIC ASSISTANT - U | 1.89% 2% |
| Z65 | FOOD SERVICE WORKER - CORR - U | 6.33% 5% |
| H67 | FOOD SERVICE WORKER I | 8.25% 5% |
| Z66 | FOOD SERVICE WORKER I - U | 8.25% 5% |
| H66 | FOOD SERVICE WORKER II | 7.86% 5% |
| Z64 | FOOD SERVICE WORKER II - U | 7.86% 5% |
| H68 | FOOD SERVICE WORKER-CORR | 6.33% 5% |
| M48 | GENERAL MAINT MECHANIC I | <u>3%</u> 3.60% <u>1.5%</u> |
| M47 | GENERAL MAINT MECHANIC II | <u>3%</u> 2.52% <u>1.5%</u> |
| Z92 | GENERAL MAINT MECHANIC II - U | <u>3%</u> 2.52% <u>1.5%</u> |
| M56 | GENERAL MAINT MECHANIC III | <u>3%</u> 2.25% <u>1.5%</u> |
| H86 | LAUNDRY WORKER I | 4.30% 2% |
| H87 | LAUNDRY WORKER I - U | 4.30% 2% |
| H84 | LAUNDRY WORKER II | 4.75% 2% |
| K94 | ELECTRONIC REPAIR TECHNICIAN | 3 1.00% |
| Z93 | ELECTRONIC REPAIR TECHNICIAN-U | 3 1.00% |
| <u>N67</u> | <u>ROAD MAINTENANCE WORKER I</u> | <u>.5%</u> 3.64% |
| <u>N66</u> | <u>ROAD MAINTENANCE WORKER II</u> | <u>.5%</u> 3.01% |
| <u>N65</u> | <u>ROAD MAINTENANCE WORKER III</u> | <u>.5%</u> 2.51% |
| <u>N64</u> | <u>ROAD MAINTENANCE WORKER IV</u> | <u>.05%</u> 2.50% |
| <u>H18</u> | <u>JANITOR</u> | <u>1.5%</u> 4.44% |
| <u>T32</u> | <u>PARK SERVICES ATTENDANT</u> | <u>1%</u> 4.21% |
| T90 | AIRPORT OPERATIONS WORKER | 2.24% |

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|-----|--------------------------------|-----------|
| V57 | ANIMAL CONTROL OFFICER | 1.44% |
| W57 | ANIMAL CONTROL OFFICER-U | 1.44% |
| L36 | ASSOCIATE COMM SYSTEMS TECH | 0.45% |
| M24 | AUTOMOTIVE ATTENDANT | 3.22% |
| Z24 | AUTOMOTIVE ATTENDANT-U | 3.22% |
| H63 | BAKER | 1.06% |
| 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 | 1.0%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% |
| | | |

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| Z17 | JANITOR--U | 4.44% |
| V58 | KENNEL ATTENDANT | 3.72% |
| V5E | KENNEL ATTENDANT--U | 3.72% |
| K19 | MEDICAL EQUIPMENT REPAIRER | 3.63% |
| E28 | MESSENGER DRIVER | 3.38% |
| Z26 | MESSENGER DRIVER--U | 3.38% |
| F81 | OFFSET PRESS OPERATOR I | 4.01% |
| F80 | OFFSET PRESS OPERATOR II | 1.44% |
| F85 | OFFSET PRESS OPERATOR III | 0.85% |
| G66 | OPERATING ROOM STOREKEEPER | 2.58% |
| T13 | PARK EQUIPMENT OPERATOR | 0.04% |
| T95 | PARK MAINTENANCE CRAFTS WORKER | 4.00% |
| T17 | PARK MAINTENANCE WORKER I | 2.02% |
| T1B | PARK MAINTENANCE WORKER I--U | 2.02% |
| T16 | PARK MAINTENANCE WORKER II | 0.71% |
| T1A | PARK MAINTENANCE WORKER II--U | 0.71% |
| | | |
| T3A | PARK SERVICES ATTENDANT--U | 4.21% |
| M38 | PARKING LOT CHECKER | 3.16% |
| M35 | PARKING PATROL COORD | 1.54% |
| T1C | PARKS TRAIL SPECIALIST | 0.33% |
| F26 | PRINT ON DEMAND OPERATOR | 1.44% |
| F82 | PRODUCTION GRAPHICS TECH | 1.15% |
| M3A | RECORDS RETENTION DRIVER | 3.55% |
| N43 | RESIDENT RD MAINT WRKER III | 2.50% |
| N41 | RESIDENT RD MAINT WRKER IV | 2.50% |

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|-----|--------------------------------|-----------|
| N69 | ROAD DISPATCHER | 0.03% |
| N61 | ROAD MAINTENANCE SUPV | 1.50% |
| 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 | 0.5%2.63% |
| N79 | TRAFFIC PAINTER II | 0.5%2.07% |
| N78 | TRAFFIC PAINTER III | 0.5%2.00% |
| H17 | UTILITY WORKER | 1.0%2.30% |
| H1A | UTILITY WORKER - U | 1.0%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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a) **Career Development Advancement- County not in agreement with UP dated 4/14/23. County Modifies CP dated 6/24/23.**

The following classifications may 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+ / Food Service Worker II / Food Service Worker I, Food Service Worker Correction

~~Biomedical Engineering Technician / Medical Equipment Repairer~~

Electrical/Electronic Technician / Electronic Repair Technician

Park Heavy Equipment Operator / Park Maintenance Worker II

1. Instead of appointing directly to the hire higher classification, the hiring authority may accept the transfer of ~~an appropriately matched and~~ a current ~~staffed lower classification listed in Section D.3.a.~~ 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,~~ Electronic Repair Technician, Park Maintenance Worker II, or Utility Worker as indicated.

If there are not enough qualified ~~lower classified candidates in the alternately staffed positions listed in Section D.3.a.~~ Janitors, Utility Workers, General Maintenance Mechanic III's, General Maintenance Mechanic II's, Gardeners, Food Service Worker II's, Food Service Worker I's or Food Service Worker-Correction's, ~~Medical Equipment Repairer,~~ Electronic Repair Technicians, Park Maintenance Worker II's, or Utility Worker's apply for transfer, the department may request that eligibles 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 demand request to meet and confer on including any applicable the new classification in

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~~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 ~~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 within any coded classification with the County, as computed and 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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- c) **Automotive Attendant and Fleet Services Assistant Mechanic Training- Union in verbal agreement with CP at table on 6/2/23**
- d) **County Communications Technical Division Training- County Agrees to CCL proposed in UP dated 4/14/23.**
- e) **Park Services Attendant Training Program- Union in agreement with CP dated 5/3/23.**
- f) **Offset Press Operator Training- County in agreement with UP dated 5/26/23.**
- g) **Heavy Road Equipment Training- County not in Agreement with UP dated 4/14/23. County Holds to CP dated 6/9/23.**

The Roads and Airports Department ~~will~~ shall offer each of the following voluntary 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. Voluntary ~~Trainings~~ trainings will be provided in the evenings or over the weekend, or on County time when applicable and approved by management. The County will pay for the instructor(s) and necessary equipment and supplies. Workers will attend sessions on their own time, unless otherwise designated by management. When conducting in-house training, the Roads and Airports Department will have two (2) training sites if there is an expressed interest and enough participation from workers.

1. Equipment for Road Maintenance Worker IIIs- County not in agreement with UP dated 4/14/23. County Holds to CP dated 6/6/23.

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 by the worker to management.

2. Equipment for Road Maintenance Worker IVs- County not in agreement with UP dated 4/14/23. County Holds to CP dated 6/6/23.

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.
 - 1) Eight (8) hours classroom instruction.

- 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- Union in agreement with CP dated 6/6/23.

New UP 6. Mobile Crane Training- Union in agreement with CP dated 6/6/23.

- 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**
- o) **Fleet Service Mechanic Commercial Driver License Class A Training with Passenger and Air Brake Endorsements. Not in agreement with UP dated 6/12/23. County Modifies CP dated 6/6/23.**

For those in the Fleet Services Mechanic Series who are interested and those that meet the County's needs at various maintenance facilities and work shifts, the County may provide initial Commercial Driver's License Class A trainings for employees in the Fleet Services Mechanic series, if management determines there is an operational need and supporting funding is available. Workers will be selected for training based on seniority. Absent an existing departmental agreement, seniority shall be

calculated as days of accrued service within any coded classification with the County, as computed and reported on the workers' paycheck.

D.4 – Miscellaneous- Union in agreement with CP dated 6/9/23.

- a) **Tool Allowance- Union in agreement with CP dated 6/9/23.**
- b) **Dietetic Assistant Meals- County Agrees to CCL proposed in UP dated 4/14/23.**
- c) **After-Hours Telephone Call Pay-Union agrees to CP dated 5/17/23**
- d) **County Email Correspondence and Computer Use- County in agreement with UP dated 5/19/23.**

D.5 – Seniority/Promotional Program- County not in agreement with UP dated 4/14/23. County Holds to CP dated 5/25/23.

- a) **Purpose- County Agrees to CCL proposed in UP dated 4/14/23.**
- b) **Definitions- County Agrees to CCL proposed in UP dated 4/14/23.**
- c) **Vacancies within Promotional Classes- County Agrees to CCL proposed in UP dated 4/14/23.**
- d) **Classes Covered- County in agreement with UP dated 5/17/23.**

D.6 – Differentials- County not in agreement with UP dated 5/19/23. County Modifies CP dated 5/17/23.

- a) **Animal Transport Differential-Union TA to CP dated 5/3/23**
- b) **Automotive Services Excellence (ASE) Certification Differential- County not in agreement with UP dated 6/6/23. County holds to CP dated 5/3/23.**

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-percent (0.56%) 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 percent (4.5%) above the employee's salary range.

- 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 **Holds** to CP dated 6/24/23.**

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 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.

Up to six (6) workers, two (2) per yard, in the position of Road Maintenance Worker III who hold and maintain a Class A license shall be compensated a flat rate of three hundred 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

From: SCCo To SEIU June 28, 2023

This proposal includes all previous proposals unless specifically modified herein.

All TAs subject to ratification by the BOS.

New language is underlined.

Deleted language is ~~struck through~~.

Current contract language is CCL.

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worker each pay period. When assigned and receiving this differential, workers are expected to perform duties associated with driving a Class A vehicle.

- i) **Fleet Parts Coordinator & Emergency Installer Lead Differential- County not in agreement with UP dated 6/12/23. County Holds to CP dated 5/3/23.**

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 and fifty cents (\$1.50) per hour above the regular salary rate for each hour actually worked.

- j) **Food Service Worker- Correction Extended Lead Differential- County in agreement with CP dated 6/16/23 -CCL.**
- k) **Gardener Lead Differential- County Agrees to CCL proposed in UP dated 4/14/23.**
- l) **Janitorial Project Team Crew Differential- County not in agreement with UP dated 6/9/23. County Holds to CP dated 6/24/23.**

Janitors assigned in accordance with the following criteria shall receive one dollar and ~~twenty~~ fifty cents (\$~~1.25~~0) per hour as the total 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 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 Differential 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.

~~aa)~~ bb) **Park Service Attendant Lead Differential- County Agrees to CCL proposed in UP dated 4/14/23.**

~~bb)~~ cc) **Water Treatment Certification Stipend- County Agrees to CCL proposed in UP dated 4/14/23.**

New CP dd) New UP hh) Lead Cooks- County not in agreement with UP dated 6/2/23. County Holds to CP dated 5/25/23.

When assigned the full range of lead duties, incumbents in Cook or Correctional Cook positions shall be compensated five percent (5%) above the employee's salary range and step. During a full shift in which there is more than one Cook or Correctional Cook assigned to the same location, and there is no lead or supervisor scheduled for that shift, when assigned the full range of lead duties, at least one (1) Cook or Correctional Cook can be assigned this lead differential.

New CP ee) New UP ii) Materials Supply Specialist Lead- Union in agreement with CP dated 6/14/23.

New UP ee) ERT Fire/Life Safety Systems- County not in agreement with UP dated 5/26/23.

New CP ff) Park Heavy Equipment Operator Differential – County Holds to CP dated 6/14/23

When assigned to perform the functions of training and/or onboarding at the peer-to-peer level of another Park Heavy Equipment Operator, one incumbent in the classification of a Park Heavy Equipment Operator, may receive a differential of two dollars (\$2.00) per hour above the regular rate for each hour actually worked.

New UP jj) Senior ~~ERT~~ Electrical/Electronic Technician/ ~~ERT~~ Electrical/Electronic Technician Crane Operator- County not in agreement with UP dated 6/2/23. County Holds to CP dated 6/14/23.

Those incumbents in the classification of Electrical/Electronic Technician or Senior Electrical/Electronic Technician who possess and maintain a valid Crane Operation Certificate, and who are assigned to operate a crane, shall be compensated at the flat rate of two dollars and sixty-two cents (\$2.62) per hour above the regular rate for each hour that the crane is required to complete the assignment.

D.7 - Work Out of Class- County in agreement with UP dated 5/19/23.

- a) **Electrical/Electronic Technician- County Agrees to CCL proposed in UP dated 4/14/23.**
- b) **Laundry Worker I- Union TA to CP dated 5/3/23.**

DATE: August 13, 2020

COUNTY of SANTA CLARA

BLUE COLLAR UNIT, SEIU LOCAL 521



Karen Garza

DocuSigned by:
Darrin Woodard
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Darrin Woodard

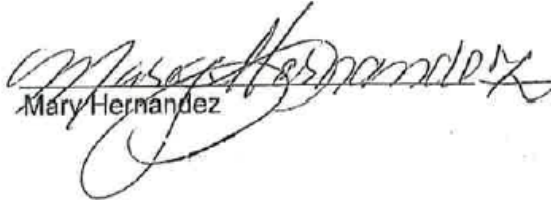
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Alejandro Madi Cerrada


Jason Dorsey, Vice Chair


Paul Burridge


David Longcore


Daniel Guerrero


Mary Hernandez

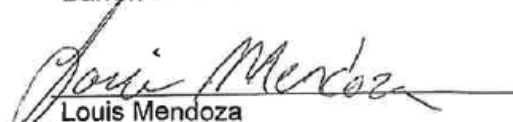
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Ron Ramos

Darren Williams


Louis Mendoza

County Holds to CP dated 5/3/23.

SIDELETTER TO:

PARKS AND RECREATION DEPARTMENT

~~PARK MAINTENANCE WORKER SERIES ALTERNATE WORK HOURS~~

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

Within sixty (60) calendar days following ratification of this labor agreement, the County and the Union agree to meet to consider ~~Alternate Work Hours for the Park Maintenance Worker series at Parks and Recreation Department.~~

From: SCCo To SEIU June 28, 2023

This proposal includes all previous proposals unless specifically modified herein.

All TAs subject to ratification by the BOS.

New language is underlined.

Deleted language is ~~struck through~~.

Current contract language is CCL.

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County Holds to CP dated 5/3/23.

SIDELETTER

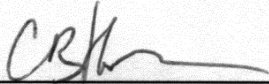
PARKS AND RECREATION DEPARTMENT

PARK SERVICE ATTENDANT PILOT PROJECT

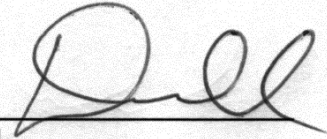
The County of Santa Clara and SEIU Local 521 have agreed to the following:

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