

APPENDIX H – PROBATION COUNSELOR SAFETY UNIT

SEIU 521 to SCC

UP 7

6/22/23

***Union Rejects County's 5/26/23 Package Proposal and Proposes the Following***

1. Salaries- CCL
2. Probationary Periods- **Union proposes CCL.**
3. Salary Alignments- **Union rejects County's 5/3/23 proposal and proposes CCL**
4. **Response to County Safety Retirement-Already CCL**
5. **Probation Assistant Lead and Assignment- Union holds- See Package Proposal below**
6. Workers' Compensation, Public Safety Members-CCL
7. Equipment- Union Holds-CCL
8. **Uniforms- Union Holds pending master**
  - a. Effective Fiscal Year 2017 (July 1, 2016-June 30, 2017), a yearly uniform allowance of five hundred fifty dollars (\$5500.00) shall be payable bi-annually in the months of March and September per section 9.1(a) of the Master agreement. Departments may shall provide the uniform allowance through voucher process a separate check. The uniform allowance will be prorated for new hires and for any worker on an unpaid leave of absence of one or more full pay periods. Uniforms allowance shall be payable to the following classes:

X55	Probation Assistant I
X54	Probation Assistant II
X23	Probation Counselor I
X22	Probation Counselor II
  - b. Workers will be required to wear uniforms in accordance with department policy.
  - c. In addition to department required uniforms, uniform allowance may include the purchase of the following items:
    - Zero G Plate belts
    - Badge Wallets

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- Equipment backpacks and bags
- Rain galoshes
- Athletic Dry-Fit undershirts
- Gloves
- Fleece Sweatshirts
- Backpacks
- Retirement Badges

d. Workers represented in the PCSU unit are excluded from Section 9.1 Uniforms of the master agreement.

### 1. Safety Shoe allowance- Union Holds to 5/19/23 Proposal due to county package. -TA

Workers represented in PCSU shall be able to utilize the allotted safety shoe allowance provided for in Section 9.3(a) of the Master Agreement to purchase one (1) or more pairs of County approved safety shoes from designated vendors. Workers shall not be entitled to an amount greater than the amount specified in Section 9.3(a) of the Master Agreement.

## New Article- Safety Requirements- Union modifies

### ~~A. Communication-~~

~~B. In order to assure the safety of the staff, youth and non minors at the James Ranch, the county agrees to the following~~

~~The county agrees to provide employees with regular updates regarding the needs of the community served, incidents that have occurred, staffing needs and level, departmental changes outside the scope of representation, and weekly updates on staffing recruitments.~~

~~The union and the county agree to at least one (1) Labor Management meeting every two months. If there are additional meetings needed, the parties agree to schedule additional Labor Management meetings as requested by either party.~~

~~One topic to be included in the Labor Management meeting shall be determining the need of committee that focus on care of the community served, redesign needs, and the safety of the staff.~~

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~~However, labor management meeting are not exclusive of the committee(s).~~

~~Topics and agenda of committees shall be jointly agreed on and shall be jointly lead by the union and management. Each committee shall have an equal amount of union and management representatives. Each party shall select their representatives.~~

### **C. Trainings- See Package Proposal**

### **D. Staffing Levels- See Package proposal**

### **Personnel Files- Union Modifies- CCL to Master**

*Below is a package proposal. If the County rejects the below package proposal in it's entirety or partially, the Union reserves the right to return to their previous proposal*

*The Union agrees to withdraw New Article D- Staffing Levels if and only if the County agrees to the below*

### **9. 5. Probation Assistant Lead and Assignment- Union holds- See Package Proposal below**

~~Incumbents in the classification of Probation Assistant II/I when designated to perform the full range of night-time Supervisory lead duties at a minimum security facility of a higher classification shall be entitled to Work-out-of-Class pay for in accordance with the Section 7.3 and 7.5 of the Master Agreement receive the pay rate of the higher classification at the same step. receive a differential of two six five dollars and seventy five cents (\$2.7565.00) for hours actually worked.~~

**And**

### **New Article C-Trainings- See Package Proposal**

In addition to the 24 hours of required training (i.e. CPR, mandated reporter training, etc.), 1x a year during the Labor Management Meeting, the Union and the County shall mutually agree on additional trainings allowed which shall be no less than 8 additional hours a year.

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All side letters are CCL