

SSU Union's 2nd Part of 4th Counter Proposal to County 3rd Proposal and Response from 06/14/2023 – June 21, 2023

Union Proposal: 2UP4 counter to CP3 06/14/2023 lower realignment proposals for fiscally neutral/cost savings counter proposal for new SSU language

G.1 – Salaries [*Note: Realignment Chart ONLY*]

JOB CODE	CLASSIFICATION	REALIGNMENT
E50	ELIGIBILITY EXAMINER	9.00% 5%
E56	ELIGIBILITY EXAMINER - U	9.00% 5%
E47	ELIGIBILITY WORKER I	9% 5%
Z47	ELIGIBILITY WORKER I - U	9% 5%
E46	ELIGIBILITY WORKER II	9% 5%
Z45	ELIGIBILITY WORKER II - U	9% 5%
E45	ELIGIBILITY WORKER III	9% 5%
Z43	ELIGIBILITY WORKER III - U	9% 5%
Y04	MEDICAL SOCIAL WORKER I	<u>11.00%</u>
Y0E	MEDICAL SOCIAL WORKER I - U	<u>11.00%</u>
Y03	MEDICAL SOCIAL WORKER II	<u>11.00%</u>
Y0D	MEDICAL SOCIAL WORKER II - U	<u>11.00%</u>
E65	PROGRAM SERVICES AIDE	3.00% (Note: open to reclass to SW I)
Y4B	SOCIAL SVCS APPEALS OFFICER	5.00% (Note: to be at same pay rate as EW supervisors)
Y3A	SOCIAL WORKER I	9.00% 4.00%
W06	SOCIAL WORKER I - U	9.00% 4.00%
Y3B	SOCIAL WORKER II	9.00% 4.00%
W02	SOCIAL WORKER II - U	9.00% 4.00%
Y3C	SOCIAL WORKER III	9.00% 4.00%
W07	SOCIAL WORKER III - U	9.00% 4.00%
H19	TEACHING-HOMEMAKER II	0.05%
D20	Youth Engagement Specialist	5.00%

Union Response: 1UP4 accept in part CP3 06/14/2023 pending further discussion and other sections of G and Master 2UP4 counter to add

G.2 – Master Sections That Exclude SSU

The following provisions of the Master Contract are not applicable to the Social Services Unit:

Section	5.1	Seniority Defined
Section	5.4	Consideration of Layoff
Section	5.5	Order of Layoff
Section	5.8	Administrative Transfer
Section	5.12	Names Dropped From Reemployment List
Section	6.4	Counseling and Unfavorable Reports
Section	6.13	Lateral Transfers
Section	8.12	Bilingual Pay
Section	8.17	Notary Public Differential
Section	8.18	Telework
Section	12.14	Education Reimbursement Committee
Section	12.15	Drivers Licenses

Union Response: 2UP4 counter to CP3 06/14/2023 to propose fiscally neutral/cost savings addition to Section G.8 – Hours of Work And Premium Pay

G.8 Section 8.5 – Telework/Remote Work

For the purposes of Appendix G, the terms ‘telework,’ ‘teleworking,’ ‘remote work,’ and ‘telecommuting’ refer to the work flexibility arrangements established between the department/agency management, or their designees, and the employee where the employee performs the duties and responsibilities of their position from a location other than their normal assigned work location. There are a variety of circumstances that relate to department/agency missions and structures, bureau, division, and/or unit priorities, and/or job specifications including specialty needs that make a uniformed approach describing eligibility and participation criteria within their telework policies impractical. For the purposes of this section, ‘telework’ encompasses, although is not limited to, ‘work-from-home’ which the County currently defines similarly to a ‘planned alternative work location’. The parties referred in this appendix include the Social Services Agency (‘the County’) and SEIU 521 (‘the Union’).

This section of Appendix G seeks to reaffirm and recommit to the 2016 teleworking initiatives in the Social Services Agency (SSA). Flexible work arrangements and reduced commutes can benefit the employee, County departments, and County customers/service recipients. Benefits to staff can include remote access to critical program applications and work products whether the worker is in the office, field, or other designated telework space. The County recognizes this can ease the burden of travel for

field workers, provide immediate access to case information, and promote the ease of entry of new case information for staff, and support the use of less commute time overall.

Likewise, this section reaffirms both SSA's and the Union's commitment to building work processes that enhance flexibility and ease of service to our clients/recipients. This section not only reaffirms the priority of focusing priority on those workers directly serving clients (eg. client facing, field workers, etc.) and also expands to incorporate other staff/workers who have demonstrated value-added productivity observed through the COVID-19 Pandemic. SSA and the Union continue to recognized the importance of field-based workers and others for the need of County owned equipment, which the County will continue to provide as before the COVID-19 Pandemic and as a result of said pandemic. The Union and County recognize the COVID-19 Pandemic provided a real-world forced-implementation of hybrid and remote-centered service provision, which has shown cost-savings, employee benefits, and improved client accessibility to services.

Both the County (SSA) and the Union recognized the broader benefits to the community in maintaining a robust telework option for workers as well as the broader County ecological goals and enhanced living experience through reduction of traffic throughout the community. Telework remains a management option; however, the greater emphasis on expanding telework options is given precedence. Wherever a telework and/or hybrid option can be implemented, management shall offer this as an option to the employee. Requests for telework shall not be unreasonably denied, and denials are subject to an appeal process, and may be subject to the grievance process.

Pending the parties meeting and conferring to develop new mutually agreed upon telework language for the departments within the Social Services Agency, the parties agree to continue with the various departmental telework policies (or equivalently labeled) implemented in July 2021 throughout the Agency after the anticipated expiry date of June 30, 2023.

Union Response: 2UP4 section counter to CP3 06/14/2023
Section 9.7 - Department of Employment and Benefits (DEBS)

b) Continuing

1. One (1) Eligibility Worker III shall be budgeted for each Continuing Unit.
2. Workloads will be distributed equitably to the extent practicable among Eligibility Units, Workers and Programs. The County will provide the union monthly reports of calibration.
3. After the next calendar month, all cases in a discontinued status shall be closed. After the next calendar month or following ninety (90) days of discontinuance for MediCal

only cases (90-day cure period), discontinuance, clients must reapply for benefits through Intake.

4. The following to maybe processed by Continuing workers a case credit of 2.0 for the following:
Adding Medi-Cal to existing CalFresh cases
Adding Medi-Cal to existing Medi-Cal cases (except when adding regular Medi-Cal to a QMB case)

Adding Medi-Cal to existing cash aid cases

Adding CalFresh to cash aid cases

(Note: the rest of G.9.7 and G.9.7(b) are not included to save trees and can be found in 1UP4 06/20/2023)