

Union pass 6/30/23 @ APPENDIX D - 11:11 pm

Blue Collar Unit Union Proposal 6/30/23

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

DATE:
TIME:

D.1 SALARIES SEE ATTACHED

D.3 TRAINING AND DEVELOPMENT SEE ATTACHED

a) 2) CCL

g) Heavy Road Equipment Training accept CP 6/30/23

o) Fleet Service Mechanic, Class A License training

D.6 DIFFERENTIAL SEE ATTACHED

b) Automotive Services Excellence (ASE) Certification ~~CCL~~

e) Crew Lead Differential CCL

f) Custody Support Assistant Lead Differential CCL

g) Electronic Repair Technician Lead CCL

h) Fleet Services Mechanic Class A Differential accept Fleet Reject Roads

i) Fleet Parts Coordinator & Emergency Installer Lead Supposal Side letter

x) Road Maintenance Worker III/Road Maintenance Worker IV Welding CCL

aa) Materials Supply Specialist Bulk Storage accept CP 6/28/23

ee) Union withdraw with acceptance of side letter

hh) Cook/Correctional Cook Lead accept CP 6/28/23

jj) Electrical/Electronic Technician series Crane License

7-1
Jed V...
TA

TA
6/27/23
@ 1:58 PM
[Signature]

Side letter

Side letter Supposal

Laundry Worker 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.

THE UNION RESERVES THE RIGHT TO ADD, DELETE, OR MODIFY THESE PROPOSALS IN ANY WAY.

APPENDIX D –

Blue Collar Unit Union Proposal 6/30/23

D.1 – Salaries UP Modified 6/30/23

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



THE UNION RESERVES THE RIGHT TO ADD, DELETE, OR MODIFY THESE PROPOSALS IN ANY WAY.

APPENDIX D –
Blue Collar Unit Union Proposal 6/30/23

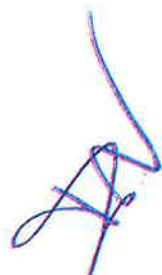
Job Code	Job Title
M14	FLEET SERVICES MODIFICATION MECH
M17	FLEET SERVICES MECHANIC
H68	FOOD SERVICE WORKER-CORRECTION
H67	FOOD SERVICE WORKER I
H66	FOOD SERVICE WORKER II
H28	GARDENER
M48	GENERAL MAINTENANCE MECHANIC I
M47	GENERAL MAINTENANCE MECHANIC II
M56	GENERAL MAINTENANCE MECHANIC III
N96	HOSPITAL 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 HEAVY 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

THE UNION RESERVES THE RIGHT TO ADD, DELETE, OR MODIFY THESE PROPOSALS IN ANY WAY

APPENDIX D –

Blue Collar Unit Union Proposal 6/30/23

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



THE UNION RESERVES THE RIGHT TO ADD, DELETE, OR MODIFY THESE PROPOSALS IN ANY WAY.

APPENDIX D -

Blue Collar Unit Union Proposal 6/30/23

Realignments:

JOB CODE	CLASSIFICATION	REALIGNMENT
G74	CUSTODY SUPPORT ASSISTANT	1.5%-TA
K93	ELECTRICAL/ELECTRONIC ASSISTANT	7%-TA
K92	ELECTRICAL/ELECTRONIC TECHNICIAN	7%-TA
K91	SENIOR ELECTRICAL/ELECTRONIC TECHNICIAN	7%-TA
K94	ELECTRONIC REPAIR TECHNICIAN	3% TA
M48	GENERAL MAINTENANCE MECHANIC I	3% TA
M47	GENERAL MAINTENANCE MECHANIC II	3% TA
M56	GENERAL MAINTENANCE MECHANIC III	3% TA
H18	JANITOR	2-1.5%TA
M20	FACILITIES MAINTENANCE REPRESENTATIVE	3% TA
M26	FLEET PARTS COORDINATOR	3% TA
K13	ASSOCIATE TELECOMMUNICATIONS TECHNICIAN	5%TA
L35	TELECOMMUNICATIONS TECH.	5%-TA
K18	SENIOR TELECOM. TECH.	5%TA
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	1%TA
H86	LAUNDRY WORKER I	2% TA
H84	LAUNDRY WORKER II	2%TA
N67	ROAD MAINTENANCE WORKER I	0.5%TA
N66	ROAD MAINTENANCE WORKER II	0.5%TA
N65	ROAD MAINTENANCE WORKER III	0.5%TA
N64	ROAD MAINTENANCE WORKER IV	0.5%TA
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	0.5%TA
N79	TRAFFIC PAINTER II	0.5%TA
N78	TRAFFIC PAINTER III	0.5%TA
H17	UTILITY WORKER	2%
H59	COOK	0%
H61	CORRECTIONAL COOK	3%

THE UNION RESERVES THE RIGHT TO ADD, DELETE, OR MODIFY THESE PROPOSALS IN ANY WAY.

APPENDIX D –

Blue Collar Unit Union Proposal 6/30/23

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 Mod 6/30/23) Per merit system rules**
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~~

T/A

A

APPENDIX D –

Blue Collar Unit Union Proposal 6/30/23

- 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 Absent an existing departmental agreement, seniority will be based on days of accrued service as computed and reported on the employee's paycheck within a coded classification with the County. CCL withdrawn 6/30/23
- 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.

THE UNION RESERVES THE RIGHT TO ADD, DELETE, OR MODIFY THESE PROPOSALS IN ANY WAY



APPENDIX D –

Blue Collar Unit Union Proposal 6/30/23

- 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** Union accepts CP 6/6/23 TA

The Roads and Airports Department will 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 will be provided on county time in the evenings or over the weekends, 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 up to two (2) training 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, lift 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.

- 1) Eight (8) hours classroom instruction.
- 2) Sixteen (16) hours field instruction. Additional field instruction may be granted if requested to management.

 THE UNION RESERVES THE RIGHT TO ADD, DELETE, OR MODIFY THESE PROPOSALS IN ANY WAY.

Blue Collar Unit Union Proposal 6/30/23

3. Ten Wheelers CCL

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.

4 Sweeper Training CCL

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.

5 Boom/Aerial Truck Training Union accepts CP of 6/6/23

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

6 Mobile Crane Training Union accepts CP of 6/6/23

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
- n) Time Off for Career Advancement CCL
- o) Fleet Service Mechanic, Class A/B Training with Passenger Endorsement and Air Brake Modified UP 6/30/23

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 ~~shall~~ may provide initial Commercial Divers License Class A Trainings for employees by seniority, if support funding is available. Absent 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 Fleet Service Mechanic coded classification with the County.

TA

APPENDIX D –

Blue Collar Unit Union Proposal 6/30/23

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 (~~4.5~~5%) above the employee's salary range.
- c) **Biomedical**~~Equipment~~ Engineering Technician Lead Differential (Union Accepts CP 5/17/23) TTA
- d) **Class A/B Commercial Driver License Training-** (TA 6/2/23)

Drop

Blue Collar Unit Union Proposal 6/30/23

- e) **Crew Lead Differential (UP CCL 6/30/23)**
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 (UP CCL 6/30/23)**
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 (\$1.40-) per hour above the regular salary rate for each hour actually worked.

- g) **Electronic Repair Technician Lead (UP CCL 6/30/23)**
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-(\$1.90) per hour above the regular salary rate for each hour actually worked.

- h) **Fleet Services Mechanic Class A Differential (Union accepts Fleet & rejects Roads)**
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~~ fifty dollars (\$~~3250-00~~) 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). 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 & fifty dollars (\$350.00) 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 vehicle.~~

Blue Collar Unit Union Proposal 6/30/23

i) ~~Fleet Parts Coordinator &~~ Emergency Installer Lead Differential

(Union Modified 6/30/23)

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 UP CCL 6/16/23)

k) Gardener Lead Differential (CCL) TA

l) Janitorial Project Team Crew Differential (Union TA to CP 6/24/23)

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

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

o) Lead Auto Mechanic Differential CCL TA

p) Lead Fleet Service Mechanic Differential Union Modified 6/30/23

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 CCL)

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 CCL TA

Blue Collar Unit Union Proposal 6/30/23

z) **Stationary Engineer Differential CCL TA**

aa) ~~Stock Clerk Materials Supply Specialist Bulk Storage Differential~~ (UP accept CP 6/28/23)

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 cents (\$1.05) 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)

ee) **Electronic Repair Technician - Fire/life safety systems Differential** Union withdraw only with acceptance of the side letter

Drop

Incumbents in the classification of Electronic Repair Technician in the county of Santa Clara Valley Healthcare 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 four 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)

Park Heavy Equipment Operator Trainer Differential Union accept CP 6/14/23 TA
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.

~~gg) Road Maintenance Worker III Class A License~~ Union Withdraws 5/26/23)

hh) **Cook/Correctional Cook Lead – UP accepts CP 6/28/23)**

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 1 cook or correctional cook assigned to the same location, and there I no lead or supervisor scheduled for that shift, when assign the full range of lead duties, at least one (1) cook or correctional cook can be assigned this lead differential.

ii) **Materials Supply Specialist Lead Differential** (Union TA CP 6/14/23)

Blue Collar Unit Union Proposal 6/30/23



jj)

Electrical/Electronic Technician Series Crane Operator (Union modifies CP 6/28/23)

Those incumbents in the Electrical/Electronic Technician Series who possess and maintain a valid crane Operator's 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 is required to complete the assignment.

~~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 (\$30020) 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**
- b) **Laundry Worker I-**



APPENDIX D –
Blue Collar Unit Union Proposal 6/30/23

DROP

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 within 90 days after ratification of agreement, a classification study shall be initiated, or notice to Union of progress, completed and noticed to the Union, no later than August 30, 2024, for the following classifications:

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

JW

APPENDIX D –

Blue Collar Unit Union Proposal 6/30/23

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



D.6 – Differentials

i) **Fleet Parts Coordinator & Emergency Installer Lead Differential**
(UP Modified 6/30/23)

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.

p) **Lead Fleet Service Mechanic & Fleet Parts Coordinator Lead Differential** (UP Modified 6/30/23)

When assigned the full range of lead responsibilities, no more than ~~five~~ four ~~(54)~~ (4) **Lead Fleet Service Mechanic positions and one (1) Fleet Parts Coordinator** shall be compensated at the rate of one (1) full salary range (approximately 5%) higher than that specified for regular positions in these classes.



DROP

Sideletter between the County of Santa Clara and SEIU Local 521 Blue Collar Unit

Laundry Worker Classification

The parties agree to a realignment proposal of two percent (2%) only. The parties acknowledge that the Union takes the position that the meet and confer process has not completed for the classification Specification revisions and the Union does not waive its rights or provide concurrence by agreeing to realignment and classification collapse to Laundry Worker. This is a non-precedent setting agreement.

June 30, 2023

COUNTY:

UNION:

A handwritten signature in blue ink, consisting of several loops and a long, sweeping tail that extends upwards and to the right.

