



SAN JOAQUIN COUNTY CHAPTER BARGAINING UPDATE #5 JULY 13, 2022

WHAT HAPPENED

Coming into the fifth bargaining session, the management of San Joaquin County and your bargaining team for the SEIU 1021 San Joaquin County Chapter exchanged the final list of all new proposals.

We made the following proposals to management:

- 7% minimal spread for Supervisors over those they supervise;
- Supplemental pay for dangerous working conditions at Mary Graham Children's Shelter;
- Supplemental pay for those employees who cannot work remotely during a pandemic or epidemic;
- 80-hour separate leave bank for any future pandemics or epidemics;
- Mandatory step advancement should the County hire someone into your classification at a step above you;
- Moving all entry-level salary steps to match or exceed the minimum wage when the minimum wage increases;
- The ability to telework up to 3 days per week;
- Part-time workers to be paid for holidays if worksite is closed on the holiday;
- Supplemental for those workers in Human Services who work in Court Unit;
- Expanding the Behavioral Health Supplement to include members of the Office Technical Unit;
- Longevity pay for 15 years at 1% and 20 years at 2%;
- Supplemental pay for Communications Dispatchers who hold a POST certificate;
- Increasing the parking supplement for Downtown workers;
- Supplemental pay for jail workers who supervise or work with inmates;
- Expanding who receives supplemental pay when working inside the Medical Guarded Unit or Special Care Clinic at the General Hospital;
- Expanding areas that Crafts Workers/Electricians/Office Building Engineers and Housekeeping Service Workers receive supplemental pay;
- Uniform allowance payable in a lump sum for workers at the jail in the amounts of \$600 per year;
- Uniform allowance for those at the Hospital or any Health Care Services facility that have to wear scrubs;
- Increasing boot reimbursement for those wearing specialized boots for their jobs, including members in the Supervisors and Professional unit in the allowance.



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Management gave proposals around the following:

- A placeholder proposal for uniforms and boot allowances for Public Works, General Services, Ag Commissioners office, Office of the Medical Examiner, and the Airport;
- Clarifying the order of call-off at the Hospital in case there is a need for Furloughs;
- Clarifying language for retirement compensation for those hired after January 1, 2022 (base pay only compensable);
- Underfilling- clarifying who can underfill for the Eligibility Worker I classification;
- Worksite closure - who receives payment and how;
 - Including the Social Worker Supervisor I in the Intake and Assessment Supplement at Human Services Agency;
- Clarifying language around leaves from employment, including paid leaves, protected leaves, and leaves where an employee still has time on the books;
- Counter proposal on SEIU Executive Board release time.

For wages, county management counter offered us the following:

- 4% in the first year;
- 3% in the second year;
- 2% in the third year (all of these amounts were the same as th original proposal);
- 2% in the final eight months of the proposed 44-month contract—an increase of 2% over the original proposal.

We countered with:

- 12% beginning October 21, 2022;
- 11% beginning July 1, 2023 (10 and half months after the first raise);
- 10% beginning July 1, 2024;
- 7% beginning July 1, 2025;
- Contract expires on June 30, 2026;
- Length of contract: 44 months

We want to emphasize that your bargaining team will match management at this stage on wages. While management offered two percent in the fourth and final year, we went down two percent in year four. As previously proposed, all other amounts remain the same.

Our next bargaining session is scheduled for Wednesday, July 27. Beginning in August, we will move to bargain once a week with management until the current contract expires on October 20, 2022.