



SAN JOAQUIN COUNTY CHAPTER BARGAINING UPDATE #6 JULY 27, 2022

WHAT HAPPENED

With our sixth bargaining session with county management, we passed six counter proposals across the table, including:

- Step increases for part-time workers: Step increases should occur every 2,080 hours (equivalent to 1 year of full-time work). The current contract language makes part-time workers ineligible if they are taken off the payroll. We propose eliminating that language.
- Standby pay: The rate should increase from 20% to 25%, as written in the County Ordinance. This proposal will not impact the side letter between county management and us regarding Operating Room Technicians at the hospital.
- Shift Differential: We countered by increasing the PM shift differential and split shifts from \$1.15 per hour to \$ 2 per hour, the night shift differential from \$1.45 to \$3 per hour, and an added \$1 per hour for the weekend differential.
- Sick leave for part-time employees: We countered for part-time workers to accrue nine days per year of sick time, up from the current six days.
- Bilingual pay: We proposed 0.50 cents per hour compensation for any employee asked to use a bilingual skill. For those certified as bilingual, we propose raising the rate from 0.82 cents an hour to \$1 per hour.
- Executive Board release time: We counter-proposed 13 days per year of release time per member of the Executive Board.

See back for responses from county management.



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WHAT HAPPENED

County management made the following counter proposals:

- Bereavement leave: Clarification around the definition of family, including which members. We plan to counter-propose, yet we feel we're close;
- Education leave: Management added some of our recommendations. We plan to look more closely at the updated language;
- Holidays: Management agrees with us, granting floating holidays to all employees and doing away with flexible holidays. Management proposed that holidays falling on Saturdays be recognized on the preceding Friday and close all offices. Management discussed recognizing Cesar Chavez Day and Juneteenth as holidays, thus reducing the floating holidays by 2, or having Juneteenth recognized the same way as Cesar Chavez Day is currently— an employee must have accrued time to request off. The Bargaining Team is not fond of either option and will work on a counter-proposal.

We secured a few tentative agreements having to do with contract language cleanup. Those tentative agreements are available here.

Moving forward, we plan to bargain with county management every Wednesday until the contract expires on Thursday, October 20, 2022.

Management will have its next financial proposal ready for us next Wednesday, August 3, 2022.

See front for responses from the SEIU 1021 Bargaining Team.