

## SEIU Local 721 Counter Proposal (as of 11/14/2011)

**TERM:** 3 years (12/01/2011 – 06/30/2014)

### **STEP/MERIT INCREASES:**

Effective 12/01/2011, resume regular step/merit increases (5.5%).

### **ADD SALARY STEPS TO SALARY RANGES:**

Add 2 lower salary steps (5.5%) for entry level classifications only.

Effective 1<sup>st</sup> pay period of *each* year, add 1 step (2.71%) to top of salary ranges. **Total of 8.13%**

### **GENERAL WAGE INCREASES:**

Effective 07/11/2013, all employees shall receive a 3.5% COLA

Effective 06/26/2014, all employees shall receive a 1.5% COLA

### **PENSION REFORM:**

New Hires – Reduce retirement formula to 2.5% @ 55

- Retirement calculation changed to 3 yr average
- Contribute 8% EPMC duration of employment (with 8% max cap)

Non-Vested Employees – Contribute 8% EPMC duration of employment (with 8% max cap)

Vested Employees – Phased in contribution of 8% EPMC (with 8% max cap)

- Effective 01/12/2012, contribute 3% EPMC **1 year later**
- Effective 01/10/2013, contribute addtl 3% EPMC (total of 6%) **1 year later**
- Effective 01/09/2014, contribute addtl 2% EPMC (total of 8%)

Changes in legislation – If law changes contribution levels, County has to provide general wage increases equal to difference in the change (**Governor's proposed 50/50 contribution plan**)

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Changes in Employer Rate – If PERS annual rate is below 11%, County has to provide general wage increases equal to the difference (**current rate is 13.11% and rising**)

Post-Retirement Survivor Benefits – Allow continuance of all benefits upon death of member & remarriage of spouse (**same as management**).

Retiree Health Benefits – Offer retiree health plan rates at same rate as current employees and effective 06/26/2014, employees who retire on or after this date shall receive:

- Employees with 6-10 yrs of service: \$25/mo (current rate)
- Employees with 11-19 yrs of service: \$50/mo
- Employees with 20-29 yrs of service: \$150/mo
- Employees with 30 yrs or more of service: \$200/mo (**still less than management**)

### **BENEFITS:**

FLEX benefit contributions – Effective 11/29/2012, all employees shall receive \$700/mo.

Vision Plan – Effective 01/01/2013, all employees shall receive a free vision plan paid for by the County (**same as management**)

Short-Term Disability – Increase to Class 2 level which provides 60% of salary (**same as LIUNA**)

### **FURLOUGHS:**

May be cancelled by any Department Head and does not apply to RN's, Fire, Sheriff, Flood or any job classification that is not funded by General Fund. Furloughs shall cease immediately if any other employee group receives step/merit increases. Employees may not be forced to take furloughs at a rate of more than 4 hrs per pay period.

- 12/01/2011 – 06/27/2012 42 hrs (2%) **over 7 month period**
- 06/28/2012 – 06/26/2013 104 hrs (5%) **over 1 year period**

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### **FAIRNESS AGREEMENT:**

Applies to any increases in wages, benefits, incentives or job security provisions given to any employee in Management, Unrepresented, Confidential or LIUNA . Also covers if any other group is granted additional wages, benefits or incentives to replace all or portion of EPMC in excess of 8% or if employees don't have to pay as much or as long as SEIU employees do. Allows County to make adjustments to a *single classification* for the sole purpose of addressing recruitment, retention, parity or salary compaction.

### **RN BARGAINING UNIT SIDE TABLE:**

Discussions to continue and include all RN's in entire bargaining unit.

### **SALARY COMPACTION:**

Maintains salary corrections be paid retroactive to date compaction study requested by Union.

### **UNION RIGHTS:**

Bulletin Boards – County will ensure boards are visible & accessible now.

Release Time Use – County can't deny use of release time to participate in union activities allowed in MOU as long as 2 weeks advance notice given.

Lost Time – County will allow 2 employees up to 160 hrs (4 wks), to be fully paid by Union, to participate in union activities.

### **PARITY, RECLASSIFICATIONS, RECRUITING & RETENTION ISSUES:**

Resume discussing issues and conducting the appropriate studies for any classification needed.

### **INCLUDE ALL SIGNED TENTATIVE AGREEMENTS:**

Layoff & Reinstatement – Gives SEIU members priority reconsideration for reinstatement in SEIU represented classifications & provides for same previous retirement benefits.

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Dress Codes – Update dress codes for Mental Health, ACR & Agricultural Commissioner and no employee can be disciplined for violating any dress code that is not listed in MOU. Employees in all departments can wear union affiliated items, such as ID badge holders & buttons.

Uniform Allowances – Increase allowances for employees in Parks.

### **ADDITIONAL ECONOMIC PROPOSALS:**

Bereavement Leave – Add brother-in-law & sister-in-law to qualifying family members.

Military Leave – Allow 2 paid days of leave upon employee leaving/returning from extended military leave during a time of war.

### **ADDITIONAL NON-ECONOMIC PROPOSALS:**

Compensatory Time Banks - Employees with mandatory overtime in regular schedule may accumulate up to 240 hrs & supervisors can't deny use of comp time for any employee as long as 1 pay period advance notice given.

Shift Differentials - Allow employees the option to voluntarily waive applicable shift differentials to be able to work earlier or later based upon their personal preference or needs.

Temporary Promotions – Written confirmation of temporary promotion assignments to be placed in personnel file & 1 pay period written advance notice to employee prior to discontinuing any additional compensation being paid as a result of the temporary promotion.

Working-Out-Of-Class – Written confirmation of assignment with job duties & dates of assignment placed in personnel file.

Payroll Advice – A payroll representative or supervisor shall provide a copy of payroll advices to employees that don't have access to a computer.

Payroll Errors – County shall correct any underpayment of more than 5% net pay within 3 days & must notify employee prior to removing any overpayments. Employees may request a repayment schedule for overpayments in excess of 15% net pay.

Performance Evaluations – Employees should get one yearly, but if they do not than their past performance is deemed as satisfactory.

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Personnel Files – Copies of counseling memos must be removed after 12 months or upon completion of annual evaluation, as long as employee has been free of other such memos.

Sick Leave – Add in-laws to allowed use of sick leave & no requirement for family member to reside with employee.

Seniority in Layoff – County cannot layoff employees out of seniority for any reason.

Order of Layoffs - Part-Time employees would be laid off prior to any Full-Time employees.

Transfers – All transfers should be done in order of volunteerism, original geographical preference of employee, inverse seniority, and geographical location of new worksite to employee's residence (30 mile limit). Employees that are involuntarily transferred have first choice to return to original worksite upon availability.

Promotions – All employees shall be considered on the basis of their qualifications & requirements of the position. There shall be no favoritism in any such decisions or assignments.

Jury Duty – Employees on shifts other than regular dayshifts shall not be required to work their regular shift in addition to serving jury duty on that same day.

Vacations – Employees with 10 yrs or more of service may accumulate up to 640 hrs. There shall be no change to an employee's preauthorized vacation, greater than 3 days or more, unless the change is required due to extended emergency operating conditions *and* 30 days notice given.

Holidays – Holiday Comp time off must be granted with 1 pay period advance notice.

Reimbursement for Training – All employees eligible to apply for tuition reimbursement programs based upon availability of funds (**currently limited to Professional Unit only**)

General Travel – Travel expenses will be reimbursed & supervisors/subordinates shall not lodge in the same rooms.

Discipline – County must discipline employees in a fair & consistent manner through the use of progressive discipline. Minor deficiencies shall be corrected by informal communication only.

Grievances – With advance notice a grievant may record any discussions/hearings in the grievance process & the County must provide written justification for the reason of denial.