

2022 Negotiations between
Spokane County
and
Council 2, the Master Coalition, Locals 1135, 1553,
492-FC, 492-J, & 492-SP

County's Amended Proposals
March 30, 2022

**All proposals maybe withdrawn at any time by either party. All final tentative agreements are subject to approval by both the Union's voting membership and the Spokane County Board of County Commissioners.

Package #1

The County will withdraw the following proposal:

- **County Economic Proposal #5:** ARTICLE 15 – REPORTING TIME & CALL BACK PAY

If the Union agrees to withdraw their following proposal:

- **Union Proposal #8** - Modify Article 10.8 Bereavement Leave as follows:

Package #2

The County will withdraw the following proposals:

- **County proposal to amend:** Article 5.3 (New Hire Orientation)

If the Union agrees to withdraw their following proposal:

- **Union Proposal #9** - Modify Article 18-Grievance Procedure, 18.1.3:

Non-Economic Proposal #8

ARTICLE 12 - HOURS OF WORK

All items contained in this Article shall apply unless specifically addressed in individual supplements.

12.1 Regular Hours:

12.1.1 The regular hours of work each day shall be consecutive except for interruptions for lunch periods.

12.1.2 All employees' work schedules shall provide for a fifteen (15) minute rest period during each half shift.

12.1.3 The normal work week shall consist of **no more than** five (5) consecutive days followed by **no less than** two (2) days of rest, **unless by mutual consent between the employee and the employee's Elected Official/Department Head or designee**. ~~Seven and one-half (7-1/2) or eight (8) consecutive hours of work, except for interruptions for lunch periods, shall constitute a work day.~~

12.1.4 All employees shall be scheduled to work on a regular work shift, and each shift shall have regular starting and quitting times. Work schedules showing alternative shifts, workdays and hours shall be posted on all department bulletin boards. Except for emergency situations, work schedules will not be changed without giving the Union and the employee ten (10) working days advance notice. When the Employer has a need to change work schedules within the department, the department shall notify the Union ~~to negotiate the effects of the proposed schedule change.~~

12.2 Alternative Work Hours or Shifts:

12.2.1 The Employer may establish a work week other than five (5) seven and one-half (7-1/2) or eight (8) hour days or shift work within a department. The department shall notify the bargaining unit ~~to negotiate the effects of the changes.~~

12.2.2 **Alternative work hours and/or work shifts other than the following 5/37.50, 5/40, a 7-day 37.50/40 hour flexible work week, 9/75, 9/80 4/37.50, or 4/40, the Department shall notify the bargaining unit of these alternative work schedules and negotiate the effects of the proposed changes.**

12.2.3 **Employees on alternative work schedules whose regular work day differs from the regular 7.50 or 8.00 hours a day work schedule, shall have their holidays paid for as the number of hours in their actual scheduled work day.**

~~12.2.2~~ Alternative work hours or shifts other than five (5) seven and one-half or eight (8) hour days will be negotiated in a Supplemental Agreement with the effected department/bargaining unit.

~~12.2.3~~ Employees on Alternative Work Schedules whose regular work day differs from the standard seven and one half (7 ½) or eight (8) hour day shall have their Holidays paid for as the number of hours in their actual work day.

12.3 Paid Leave: All paid leave shall be considered as hours worked **but only holiday pay will not count toward overtime eligibility. No other paid leave will count toward overtime eligibility.**