

1553S Negotiations
4/26/22 Minutes

Meeting began 9:43am

Natalie- started with Non-Economics

Prop 2 (Union Security)- still want previously agreed upon language re: employer neutrality
Change “card” to “form”
Orientation- added “at the conclusion of new hire orientation.... Or at a time mutually agreeable between the Union & and the Department”
5.1- 5.7... if employer agrees to proposed edits, could TA

Prop 6 (Hours of Work)- all paid leave considered hours worked
Has proposal re: exempt OT

Prop 7- (Leaves of Absence)
13.3.1- spelling out TA
13.3.2- TA'd prior
13.3.3- BTB, as proposed by County (proposed edits withdrawn)

Prop 8- (Class/Reclass)
Include “to discuss” but add “if applicable, the Union must request to officially bargain the impacts...”
14.3- TA'd prior
14.4- 14.5- can TA today based on prior discussions
14.6.3- advanced step placements won't automatically leapfrog another ee in same department & job class. If does surpass, the ee will immediately be evaluated by HR to see if their step placement should also be adjusted.
Gives union a tool to have ee looked at. Prior there wasn't that mechanism.
14.6.5- new section: if ee step is adjusted due to advanced step placement of new hire, existing ee receives step increase at 6 months.
14.7- clarification of step increase process
14.8- pay rate upon reclass-
Adding language upon completion of 6 months, will receive a step increase
JG: If ee kept same step date upon reclass, would 6 month step increase actually put employee behind? NH: no... same application. Advanced step placement re-evaluation could be a little different. Effective date of re-evaluation, resets date... 6 month step increase, then annually thereafter.
(discussion about intent of 14.8.1- step placement upon reclass)
Reclass to lower position (14.8.2)- TA'd prior
14.10- demotion – if competitive step increase at 6 months and then annually thereafter
14.11- as is
14.12- remove crossed out language

Prop 11- all items TA'd at last meeting- can officially TA today

Prop 13- 21.1- union proposes edit- ok to keep “discuss” but add “Union must request to officially bargain the impacts.”

21.7- Mileage- agree that language will be applicable to everyone but the Assessor's Office
Gives Assessor's Office ees predictability their current process will be followed

Prop 20 (Lag Pay)

Add PTO and/or comp time

Propose upon ratification, ees can work extra hours & bank for lag pay conversion

Create a special bank to specifically use. Not all ees have extra PTO to cash-out; this provides an avenue for new ees to bank.

JG: earned at straight time or time and ½?

NH: with proposal for OT- will propose exempt ees are paid straight time OT; non-exempt will get time and ½. Banked hours under this proposal would follow same logic.

If ees have a CAT balance, can cash out on 2:1 basis (80 hours of CAT for 40 hours of cash out)

Once implementation date has been identified, if there is a delay or change another 60 days of additional notice will be provided.

NH- Economic Proposals

Prop 2 (PTO)- highlighted sections that are different.

p. 8- new language- adding domestic violence coverage and school closures

p. 10- cleaning up actual accrual rates

p. 10- hour for hour on a one-time holiday declaration

p. 11- C3c- as it applies to exempt ees

p. 12- item 6 is a good edit

p. 13- like current language... 100% of PTO balance paid out- they could sell 25% of CAT into

VEBA. Proposing blending language. (9.7.1 & 9.7.2 language)

p. 14- wouldn't necessarily need updates, but could use proposed language (as proposed by

Union)

p. 15- add weekly

p. 15- spells out what happens upon conversion if over max

p. 16- agree with retaliation addition

Prop 3- insurance

NH: heard what employer said. Members want predictability. Propose benefits remain the same through 2023. However in 2024, increase/overall change to certain aspects be <10%... allows changes within certain predictable parameters. County can also introduce a new/alternative medical plan during term CBA.

Clarification- changes will be equal to or less than 10% in 2024.

11.2.2- TA on previously agreed upon language

11.2.3, 11.2.4, 11.3- "

Prop 4- Wages

Rejecting County's most recent proposal- have a counter

15.2- added "working days"

Prop 5- Once County knows what system will be used, need to add some language into CBA- either monthly, or bi-weekly.

JG: add something to lag pay section?

NH: probably could... but would be nice if there were language in 15.5 spelling out timeframe of pay periods. Depends on how quickly County makes a determination on what pay cycle will look like. Right now, don't know what direction County is going.

Prop 7- OT

some members will not be happy about union's counter- for exempt ees, still want them to receive something- advocating for straight time OT. Union will come off time and ½ if County agrees to straight time. Would also need to edit 15.8.2.

15.8.3- allows for mutual agreement of schedule variation without impact to OT.

15.8.7 (new)- unless agreement was made to vary hours, all work performed on scheduled day off or while on PTO, ee gets OT (straight time for exempt, 1 ½ for non-exempt)

Prop 8- Step Increase

All competitive recruitments get 6-month increase

Revised Union Proposals- some members will not be happy; hears County not open to retro. Trying to get a deal for members to move forward

5/1/22- ees mapped to proposed salary ranges at step closest; ees not a top step, keep existing step increase date unless it's > 6 months out. If > 6 months, will receive step at 6 months. Trying to front load money in ees pocket.

Also 5/1/22- 6% COLA and y-rated ees receive lump sum equivalent to COLA, added each pay period as an additional pay (vs. all at once). Doesn't impact based pay or OT- just an additional pay split out over multiple pay periods.

Will come off additional step for 10+ year ees.

1/1/23- 5% COLA. If ees still y-rated, will receive lump sum amount

1/1/24- 5% COLA. No more lump sum

Withdrawing Retention Incentive Pay

4. Still on the table.

7. Withdrawing additional tiers of accrual on PTO

Still interest in cashing out 2 weeks

8. Union withdrawing "parent" to bereavement

9. Already provided counter on medical.

11. If County agrees to edits in Article 17 ("except for egregious offenses), Union will withdraw Art 18 edits "grievance remedy shall be granted."

13. 5/1/22- study implemented as shared. 1553S ees placed on grid at step closest to current step.

NH: prior, wanted implementation treated like a wage adjustment. Some people will come out further ahead, for others it will be pennies. Some members still feel it should be treated as a wage adjustment. Trying the best they can to get people on new grid & provide realistic COLAS.

14. Union provided counter.

15. withdrew proposal

16. still an interest in deferred comp match.

Clarification that implementation would be classification study vs. compensation study.

NH: still need response on salary placement of PO2's. Question why PO2, PC2 and PTSO2's aren't at same salary level. Propose that all 3 classifications be at 240.

Caucus- 10:42am; reconvene at 1pm?

County to review proposals and prepare a response for next meeting.