

Local 1553-S

May 11, 2022, Meeting Minutes

Those in attendance:

County's Negotiation Team:

- Joshua Groat – Chief Negotiator/Employee & Labor Relations Manager
- Heather Kvokov – HR Generalist
- Sara Erb – Compensation & Classification Analyst
- Randy Bischoff – Chief Deputy Auditor
- Patricia Cruz – Administrative Assistant 3/County's Note taker

Union's Negotiation Team:

- Natalie Hilderbrand – C2
- Michelle Perrinne – 1553-S

Meeting began at 3:08pm

County passed out Amended Non-Economic Proposals and Amended Economic Proposals

NH: housekeeping items to clean up. Last session was 4/28 vs. 4/26, and proposals clarification.

JG: starting with non-economic

Prop #2: Union Security

Union wants to un-strike county will remain neutral. Maintain New Employee Orientation language, If union willing to strike the language about remaining neutral.

- NH: package- give union MOU language in 5.3 if county gets "neutral" verbiage?
- JG: correct. County has a right to provide factual information.
- NH: supposedly HR has told new hires employees don't need to join union within the 1st year- no benefit to employee during probation period. Employee felt they were being dissuaded from joining.
- JG: if we'd known about it, it would have been addressed
- NH: thinks it occurred end of January, early February
- JG: County just wants ability to answer questions with factual knowledge

Prop #6: Hours of Work

County willing to withdraw proposed changes to 12.3 and agree to Union's proposed changes to 15.8.3 and 15.8.7 if union agrees to County's proposal for FLSA exempt employees.

- JG: don't agree with union's proposed changes in 15.8.2.
- NH: going to be a problem. Members don't like that county is trying to take away OT. Thought straight time OT was an olive branch- members weren't happy about it. Won't be able to get a deal with no OT whatsoever. Members didn't like County was taking away OT; also felt all paid

time should count as hours worked (OT is at management's discretion/control). PTO was also polarizing. Didn't like retirement cash out/VEBA.

Prop #8: Classification/Reclassification

14.1.3- County agrees to language ("union must official request to bargain the impacts")

14.2, 14.3, 14.4- all good

14.6- advanced step placement. County asked for carte blanche on new hires and promotions. Union requested it would trigger a review of impacted employees, so long as department budget could support.

14.7- promotion advanced step, referencing 14.6.6 for process.

- NH: if department doesn't ask for an advanced step, just do the math for placement. But... they have the ability to request, if their budget can support.
- JG: correct- would be based on education/experience of candidate
- JG: not in agreement with step increase change (if advanced step placement surpassed a current employee, they get increase at 6 months.
- NH: why not in agreement?
- JG: want to follow same step increase process in place across the County
- NH: asking for equal treatment for their members- why wouldn't County consider adjusting date?

(discussion about how it would play out and impacts)

- NH: new hire gets step at 6 months, then annually thereafter? Correct.
- NH: all the way through, proposal that current employees receive adjustment at 6 months-taken out?
- JG: correct

Prop #13: General Conditions

County agrees to verbiage proposed by union

Prop #20: Appendix -Normal (Lag) Pay System

Union had proposed additional options.

- JG: had looked at formation of additional comp time bank. After discussing, didn't make sense- there is already a comp time bank that goes up to 80 hours. Not 100% ruling out CAT account cash out, but still discussing.
 - NH: trying to think outside the box... not all departments allow comp time (e.g. Juvenile)
- #### **(discussion about applicability of mechanism to have separate comp time bank, or extending cap)**
- NH: could County reconsider?

Moving to Economics Proposal

Prop #2 – PTO

Page. 7- County will leave provision for Domestic Violence

Accrual rate (p. 9)- already covered in holiday section, no need to duplicate (if one-time holiday granted)
p. 11- heard that 1553S doesn't like PTO Payout to VEBA, so will leave out. Will remain status quo on CAT Payout to VEBA.

p. 12- agree to add generic language re: STD/LTD

p. 13 (conversion)- if employee is leaving the bargaining unit, language won't be applicable.

Conversion language will depend on which position they are moving to.

- NH: "J" if converting to non-PTO plan, how is it handled?
- JG: depends on which CBA they are moving to

(discussion about how it would work if 1553S employee moved out of PTO)

- MP: still include J(d)? for how to handle excess PTO upon conversion
- NH: employees shouldn't lose any time upon conversion
- MP: language in supplementals about bump-back to base units in Juvenile (1553, 492J)- still need to have language addressing
- JG: 1553S CBA language is no longer relevant once employees leave the unit

(discussion about transferring from one CBA to another and applicability of language)

- NH: d is just a clarification about how to handle time. Person has earned a particular benefit- if ceiling of vacation accrual is lower than what the employee has in their PTO bank, employee shouldn't lose time.
- NH: because this situation has occurred in the past (layoffs in CSHCD), need to make sure we have language spelling out what occurs.

Prop #3 Insurance Benefits

County not making any changes. Understand members want certainty; what county is offering is best County can do at this juncture.

Prop #4 Wages

County increase percentages each year. Study implementation + 3% following ratification. 1/1/23- 2.5%. 1/1/24- 2.5%.

- NH: Union had proposed 5/1/22, county says upon ratification?
- JG: correct.

Prop #5 Out of Class Pay and Pay Period

Generic language- employees will be paid in accordance with County payroll schedule. Open to other language.

- NH: still not sure if bi-weekly or semi-monthly?
- JG: leaning more toward semi-monthly, but does not mean that bi-weekly has entirely been ruled out.

Prop #7 Overtime

Understands union's standpoint.

- NH: if job code table says “professional exempt” and then comp plan says “non-exempt”... which prevails?
- HK: within an exempt classification we may have both exempt and non-exempt employees per the salary threshold. Will be evaluated annually.

**(discussion about how to interpret paperwork to union listing out employees and exemption status)
(discussion about salary threshold for FLSA exempt)**

- JG: County will review spreadsheet to make sure correct

Prop #8 Step Increase Process

Same step increase process currently in place

- NH: right now it’s the same % spread between steps. Does County envision the distance between steps would change?
- JG: as of right now, have no intention to adjust difference between individual steps. Could it happen in the future? Possible in the future...
- NH: members have concern if the reference is just to “steps” vs including a %

Page. 25- Union’s proposals & County’s response:

7) PTO cash out incentive- still working through

9) Medical- county has a proposal

12) Grievance procedure- County agrees to proposed edits in Art 17 (**as outlined in proposal**), if Union agrees to withdraw Art 18 edits.

- NH: COLA was raised, but no discussion about if employees are y-rated. Members are looking for a lump sum payment? Would County give it some consideration?
- NH: why upon implementation? Can keeps getting kicked down the road... trying to get a deal, but if only meeting 1x/week?
- JG: BoCC has given specific direction on how to implement study across the board... at least have shorted the implementation date to as soon as approved by members (vs. approved by members AND adopted by BoCC).
- NH: members don’t like the one size fits all approach. Feel like they’re giving up a lot, and County is still kicking can down the road. A lot of angry folks.
- JG: we get it, not blind to what’s going on. There are things the County has indicated we needed, have been diligent about meeting on a regular basis.
- NH: members feel BoCC is giving it lip service that employees are the County’s greatest asset. Actions speak louder than words. Members don’t feel the actions match up.
- JG: Thinks we’re making progress- not done yet, but have made significant progress. Feels confident we’ll be able to get a deal fairly quickly.
- NH: county was going to give consideration for deferred comp match... status?
- JG: will depend on final structure of the deal.
- NH: certain people check in regularly after each meeting- like to have updates to pass along on specific aspects.
- MP: can union have corrected table prior to Wednesday at 12pm for membership meeting? Members can look themselves up, see how it will impact them personally.

Next meeting: 5/16, 9am-1pm

- JG: may have an arbitration on that day- trying to get it rescheduled, but will need to get back to her within the next day or so.
- NH: if we can't meet 5/16, next meeting isn't scheduled until 5/24.

Meeting ended 4:20pm