

San Joaquin County-SEIU Negotiations **TENTATIVE AGREEMENT**
 County Proposals
 September 7, 2022

DATE: Sept 7, 2022
 COUNTY JA UNION WKR

Timeline

Contract expiration: October 20, 2022
 Last Board date prior to expiration: October 18, 2022
 Board recommendation to adopt new MOU due: October 4, 2022

To have a successor MOU in place when the current contract expires, agreement must be reached by the parties and a successful vote by SEIU membership to accept the successor MOU would need to be held prior to October 4, 2022.

Based on the timeline above, and pursuant to adoption by the Board of Supervisors on October 18, 2022, the first base wage increase will be effective October 24, 2022 (first pay period following adoption), and would appear on the November 10, 2022 paycheck. ~~Subsequent increases would be effective 26 pay periods following the preceding increase.~~ *See page 9*

Tentative Agreements

Section	Title	Proposal Date	Effect
1	Employer-Employee Rights and Responsibilities	County 6/15/22	Amend title for consistency across all units
1.4	Discrimination in Employment Prohibited	County 6/15/22	Updated to include recognized protected classes under the law
1.14	SEIU Executive Board Member Release Time	County 8/10/22	13 days' release time per Executive Board member per calendar year; limits number of County employees to serve at any one time; removes requirement of SEIU to submit Board changes to the County
2	Insurance	County 8/31/22	All Section 2 Except 2.9
2.1	Affordable Care Act	County 8/31/22	
2.2	Effective Date of Coverage	County 8/31/22	
2.3	Medical Insurance: FT Employees	County 8/31/22	
2.3.1	Medical Insurance: FT Employees	County 8/31/22	80%/20% share of cost
2.3.1.1	Medical Insurance Stipend: FT Employees	County 8/31/22	
2.3.2	Dental Insurance: FT Employees	County 8/31/22	
2.3.3	Vision Insurance: FT Employees	County 8/31/22	
2.4	Health Insurance: PT Employees	County 8/31/22	

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2.4.1	Medical Insurance Premiums: PT Employees	County 8/31/22	
2.5	Health Insurance: PT Employees as Defined in Section 7	County 8/31/22	(PPT, PRO, SUP)
2.6	Life Insurance	County 8/31/22	
2.6.1	Additional Life Insurance	County 8/31/22	
2.8	Flexible Benefits	County 8/31/22	
2.10	Coverage for Surviving Dependents	County 8/31/22	
3.3.1	[Sick Leave] Accrual	County 6/1/22	Deletes privilege language
3.3.2	Sick Leave Usage	County 8/10/22	Removes 80-hour cap; correct terminology; time used in 15-minute increments
3.3.5	Sick Leave Abuse	County 6/15/22	Section deleted
3.4.2 et seq.	Regular Holiday Compensation	County 8/10/22	Full-time and Part-time employees who work on the holiday receive holiday premium pay (removed qualifier for PT); Full-time or eligible PT RDO have cash or holiday credit option; deleted FLT Holiday credit for 24-hour work sites
3.4.3.1	Floating Holiday Observance	County 8/10/22	Clean up
3.4.3.3	Flexible Holidays	County 8/10/22	Eliminate FLX Holiday program; all eligible employees to be moved into FLT Holiday program.
3.5	Bereavement Leave	County 8/17/22	Adds definitions for child/parent relationships; use of leave may be extended beyond 30 days up to one year with Department Head approval
3.6	Educational Leave	County 7/27/22	Clarifies paid time off for continuing education vs educational leave of absence; expanded to SAC I/II and REHS
3.7	Military Leave	County 6/1/22	Clarify when employees need to use accruals; <i>TA'd with removal of FLX</i>
3.8.1	Medical Leave without Pay	County 6/15/22	Section title changed to Personal Medical Leave; clarifies leave can be taken with or without pay; updates made to required documentation; reference to 1.4 ADA/FEHA
3.8.2	Pregnancy Disability Leave	County 6/1/22	Move to Section 3.9 as Section 3.9.4
3.8.4	Personal Leave of Absence	County 6/1/22	Clarifies when HR approval is necessary
3.9.3	School Activities	County 6/1/22	Clarifies/updates to <i>child-related activities</i>
3.10.1	[Catastrophic Leave] Conditions of Participation	County 6/15/22	Update to reflect 3.8.1; clarifies FLT and REG holiday time can be used; <i>TA'd with removal of FLX holiday</i>

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3.10.3	[Catastrophic Leave] Treatment of Donated Time	County 6/1/22	Removes reference to 80-hour cap (reference LC 233)
3.11	Leave for Promotional Exam	County 6/15/22	Release time allowed for any County Civil Service Exam and County selection interview
3.12	Effect of Re-employment or Reinstatement on Leave Accrual Rates and Pay	County 6/15/22	Clean up and reference to Civil Service Rules definitions.
4.1	Minimum Wage Language	County 8/10/22	Adjusts the assigned salary grade if step one falls below minimum wage [OOT, PPT, SIC, TLI]
4.1.1	Salary Compaction	County 9/7/22	Maintains 7% salary spread between supervisor and subordinates within a class series
4.2.3	Shift Differential	County 8/31/22	Adds \$1 weekend shift differential
4.2.4	Standby Pay	County 8/31/22	Increase from 20% to 25%, match existing County Ordinance (All). Include previous Side Letter for certain SJGH classifications (PPT)
4.2.6.1	Behavioral Health Services Assignment Pay	County 8/31/22	3% supplement identified classifications working in Crisis, CSU, PHF, or BHS (OOT, SUP, PPT)
4.2.6.2	Correctional Health Assignment Supplement	County 8/10/22	Expands to Mental Health Clinician (PRO, SUP), and Dental Assistant (PPT)
4.2.6.3	Intake and Assessment Supplement	County 7/13/22	Shifts approval to HSA Director; adds Social Worker Supervisor I
4.2.6.4	Medical Guarded Unit/Special Care Clinic Supplement	County 8/31/22	3% supplement for each hour worked (OOT,PPT,SUP, new PRO)
4.2.14 [NEW] [SIC]	Facility Pay	County 8/10/22	3% supplement for identified classifications for each hour worked in the Jail while working with or supervising inmates
4.2.14 [TLI]	Facility Pay	County 8/24/22	Add assignments in Crisis, CSU, and MGU and SCC; section title change
4.2.15 [PRO, SUP]	Additional Compensation	County 8/10/22	2% supplement for identified employees in the Auditor-Controller's Office who possess a Certified Internal Auditor certificate and Certified Public Accountant certificate..
4.4.2	Parking Supplement Downtown	County 8/10/22	Increases County subsidy and reimbursement amount by \$3
4.13 [NEW] [SIC]	Armed Officer Pay	County 8/10/22	2.5% supplement for employees who are authorized and required by the Probation Department to carry a firearm
4.14 [NEW] [SIC]	Field Training Officer Pay	County 9/7/22	2.5% supplement for employees assigned Field Training Officer duties

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4.X [Section TBD]	Shelter Facility Pay	County 8/10/22	5% supplement for employees assigned to MGCS for each hour worked at the shelter
5.1.1	Work Site Closure	SEIU 8/31/22	Clarifies how employees are paid when sent home by the County for a worksite closure
5.5	Call back Overtime	SEIU 8/31/22	Add "or standby" status (OOT, TLI)
5.5.1	Employees Required to Report to a Work Location	SEIU 8/31/22	Clarifies pay when an employee returns to work from call back status
5.5.2	Employees Not Required to Report to a Work Location	SEIU 8/31/22	Clarifies pay when an employee is called to work but does not need to physically report to a work location
5.8/5.8.1	Alternative Schedules	County 9/7/22	AWS and telework
6.2.2	Eligibility for Step Increases for Part-Time and Temporary Employees	County 8/31/22	PT and Temporary employees eligible for step increases after 2080 hours and 26 pay periods; allowance for employees who reach max 1560 hours prior to the end of the fiscal year and position/assignment is on-going (not taken off payroll)
6.8	Underfilling	County 7/13/22	Update to current classification titles and remove classes that are no longer applicable
7.1	Definitions of Part-time and Temporary	County 9/7/22	Amend to reflect PT and Temp eligibility for salary increases
7.2	Compliance with Part-time and Temporary Definition	County 6/15/22	Clean up and deletes outdated language
8.2.1	Retirement-Final Compensation Period	County 8/31/22	Memorializes Tier II B
8.3	Retirement Contributions	County 8/31/22	Memorializes Tier II B
13.4 et al.	Raingear	SEIU 8/17/22	Expands raingear provided to employees at the Sheriff's Office, Airport, and Public Works.
14.2.1 [PPT, PRO, SUP]	Furlough Program	County 7/13/22	Identifies call off order at SJGH

2 INSURANCE

2.9 Continuation of Insurance Benefits While on Leave of Absence [no changes from County's last verbal proposal on 8/31/22]

a. Employees on an Approved, Protected Leave of Absence

Regular full-time employees and part-time employees eligible for benefits (as defined in Section 7) who are on a protected leave of absence as identified in Section 3.9 of this MOU, retain eligibility for the employer-paid premium contributions for medical, dental, vision, and life insurance coverage during the time of protected leave regardless of the amount of paid time. To maintain benefits, the employee's

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share of the premiums necessary to continue their applicable insurance coverage shall be deducted from the employee's paycheck, or the employee must make arrangements with the County's Benefits office to pay the employee contribution of the premiums no later than the Monday of the County's pay week.

b. Employees on an Approved, Unprotected Leave of Absence

Employees receiving State Disability Insurance (SDI) wage replacement benefits and supplementing those benefits with accrued leave time to receive a full paycheck shall receive the County's contribution to their health, dental, vision and life insurance, and retirement, if applicable.

Regular full-time employees and part-time employees eligible for benefits (as defined in Section 7) who are on an approved, unprotected leave of absence retain eligibility for the employer-paid premium contributions for medical, dental, vision, and life insurance coverage during the time of approved, unprotected leave, not to exceed twenty-six (26) bi-weekly pay periods, so long as they have at least ~~thirty-five~~ two (35~~32~~) hours of paid time per pay period. To maintain benefits, the employee's share of the premiums necessary to continue their applicable insurance coverage shall be deducted from the employee's paycheck, or must be paid directly to the County's Benefits office no later than the Monday of the County's pay week.

Employees under this section who have exhausted accruals and are on approved leave without pay shall be allowed, at the employee's own expense, to remain under the medical, dental, vision, and life insurance coverage for up to twenty-six (26) pay periods provided that the employee makes arrangements to pay the full applicable premiums (employer and employee contributions) directly to the County's Benefit office no later than the Monday of the County's pay week.

c. Employees on an Unapproved, Unprotected Leave of Absence

Regular full-time employees and part-time employees eligible for benefits (as defined in Section 7) who are absent from work on an unapproved, unprotected leave of absence (unauthorized leave) are not eligible for health benefits. Active employee benefits will be terminated and continuation of benefits will be offered through the federal Consolidated Omnibus Budget Reconciliation Act of 1986 (COBRA) through the County's COBRA administrator.

d. Part-time Employees (as defined in Section 2.4) [No changes from County's last proposal on 8/31/22]

Part-time employees who receive medical insurance benefits pursuant to Section 2.4(a) shall maintain eligibility for medical insurance benefits during their benefit coverage period.

As required by the Affordable Care Act, part-time employees who receive medical insurance benefits pursuant to Section 2.4(b) shall maintain eligibility for medical insurance benefits during their benefit coverage period (stability period).

Employees under this section who are on an approved unprotected leave of absence will be required to pay the full applicable premiums (employer and employee contribution) directly to the County's Benefits office no later than the Monday of the County's pay week.

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[LEAVES FROM EMPLOYMENT]

3.4 Holidays [No changes from County's last proposal on 8/10/22]

The maximum value of any holiday (regular or floating) is eight (8) hours.

3.4.1 Regular Holidays

The following days are established as regular holidays for regular employees and eligible part-time employees (as defined in Section 7.1): *[as defined in Section 7 or Section 7.1 for PPT, PRO, SUP]*

- (a) January 1 - New Year's Day
- (b) The third Monday in January - Martin Luther King, Jr.'s Birthday.
- (c) The third Monday in February - Washington's Birthday.
- (d) The last Monday in May - Memorial Day.
- (e) July 4 - Independence Day.
- (f) The first Monday in September - Labor Day.
- (g) November 11 - Veteran's Day.
- (h) Any November day designated as Thanksgiving Day.
- (i) The Friday following the day designated as Thanksgiving Day.
- (j) December 25 - Christmas Day.
- (k) All other holidays as may be proclaimed by the Governor of the State of California or the President of the United States and adopted by the Board of Supervisors.

3.4.1.1 Regular Holiday – Weekend Observance

When a regular holiday falls on a Saturday, the preceding Friday shall be observed as the holiday. For employees who work in a seven (7) day per week work site, when a regular holiday falls on a Saturday, the regular holiday shall be observed on Saturday.

When a regular holiday falls on a Sunday, the following Monday shall be observed as the holiday. For employees who work in a seven (7) day per week work site, when a regular holiday falls on a Sunday, the regular holiday shall be observed on Sunday.

3.4.3. Floating Holidays [No changes from County's last proposal on 8/31/22]

The following days are established as floating holidays for regular employees *[and part-time employees as defined in Section 7 for PPT, PRO, SUP]*:

- (a) Employee's birthday.
- (b) February 12 - Lincoln's Birthday.
- (c) March 31 - Cesar Chavez's Birthday.

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- (d) The second Monday in October - Columbus Day.

Employees hired after December 6, 2011, shall not be eligible for floating holidays and are eligible for Flexible Holidays under Section 3.4.3.3 through June 30, 2023. Effective July 1, 2023, employees will be eligible for Floating Holidays.

3.4.3.2 Cesar Chavez's Birthday [Proposal linked to Section 3.4.3 Floating Holidays and 3.4.3.3 Flexible Holidays – no change from County's last proposal on 8/31/22]

~~Any employee who has at least eight hours of holiday or other vested banked time and requests Cesar Chavez's birthday off shall be granted such time off provided the employee's department or work unit meets its minimum staffing requirements.~~

3.4.3.3 Flexible Holidays [TA of County's 8/10/22 proposal to eliminate Flexible Holidays; proposing transition language to implement and modification of identified holidays]

The following days are established as flexible holidays for regular full-time employees hired on or after December 7, 2011.

- (a) Employee's birthday
- (b) March 31 – Cesar Chavez's Birthday
- (c) The second Monday in October – Columbus Day
- (d) February 12 – Lincoln's Birthday

Effective July 1, 2023, employees hired on or after December 7, 2011, shall be eligible for Floating Holidays pursuant to Section 3.4.3, and Flexible Holidays will be eliminated.

3.4.3.4 Flexible Holiday Observance

Regular full-time employees may individually, with the approval of the department head, take such flexible holiday on the date of the holiday, on the day preceding the holiday in the case of holidays which fall on a Saturday, or the day following the holiday in the case of holidays which fall on Sunday, or may accumulate up to thirty-two (32) hours of flexible holiday time to be used at a deferred date, within the fiscal year. Hours accrued shall not be carried over beyond the end of the fiscal year and have no cash value. Such flexible holiday time off shall be scheduled at a time mutually agreeable to the employee and the department head. County offices and departments shall remain open for business on any day deemed to be a flexible holiday and employees who elect to accumulate flexible holiday time shall receive their regular compensation for working on the holiday.

Any regular full-time employee whose regularly scheduled day off falls on a flexible holiday shall accrue flexible holiday time as provided in this Section.

Effective July 1, 2023, pursuant to Section 3.4.3.3, Flexible Holidays will be eliminated and Section 3.4.3.4 shall be terminated.

3.8 General Unprotected Leave of Absence [Includes changes from County's last proposal on 8/31/22]

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Leaves of absence identified in this section may be granted to regular full-time employees who have permanent Civil Service status and twelve (12) months or more of consecutive County service (permanent). Regular full-time employees with less than twelve (12) months continuous County service and who do not have Civil Service status (probationary) are eligible for leave under Section 3.8.1 Personal Medical Leave, only.

Employees who take leave under this section are required to use at least ~~thirty-five~~^{two (3532)} ~~forty-one (41)~~ hours of accrued leave and exhaust all available leave accruals before taking leave without pay. Use of sick leave accruals is subject to the conditions specified in Section 3.3.2.

Leaves of absence taken under this section will be known as unprotected leave. For protected leave, see Section 3.9.

3.9 Federal and State Protected Leave [Add section heading for SUP] [Includes changes from County's last proposal on 8/31/22]

San Joaquin County will comply with applicable state and federal laws that provide eligible employees job-protected leave if an employee or an employee's qualifying family member has a serious health condition (as defined in Section 12945.2 of the Government Code, or Section 29 CFR 825.113 of the federal Family Medical Leave Act) or specific eligible family needs.

For purposes of this section, leave under state and federal laws will be known as protected leave.

3.9.1 State Family Leave

For issues related to illness, this section applies to medical leaves of absence that meet the definition of a "serious health condition" as defined in Section 12945.2 of the Government Code or Section 29 CFR 825.113 of the Family and Medical Leave Act. San Joaquin County will comply with the California Family Rights Act, maintaining all rights and provisions that are permitted by State law.

3.9.2 Federal Family and Medical Leave Act

San Joaquin County will comply with the federal Family and Medical Leave Act, maintaining all rights and provisions that are permitted by federal law.

3.9.5 Use of Leave Accruals While on Protected Leave

Employees receiving wage replacement benefits, such as State Disability Insurance (SDI) or Paid Family Leave (PFL), are not required to use leave accruals while on protected leave. Employees may elect to use available leave accruals in conjunction with wage replacement benefits to receive no more than 100% of their salary.

Employees who are not receiving wage replacement benefits must use available leave accruals to maintain at least ~~thirty-five~~^{two (3532)} ~~forty-one (41)~~ hours of paid time per pay period, and must exhaust all available leave accruals prior to taking leave without pay. Use of leave accruals is subject to the requirements of Section 3 of this MOU, to the extent permitted by state and federal law.

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[COMPENSATION]

Term: 44 months through June 30, 2026

4.1 Salaries [Includes changes from the County's last proposal on 8/31/22]

- a) Effective **October 24, 2022**, all employees shall receive a Cost of Living adjustment of **6%** of base salary.
- b) Effective the first full pay period following ~~October 23~~ July 1, 2023, all employees shall receive a Cost of Living adjustment of **5%** of base salary.
- c) Effective the first full pay period following ~~October 21~~ July 1, 2024, all employees shall receive a Cost of Living adjustment of **24%** of base salary.
- d) Effective the first full pay period following ~~October 20~~ July 1, 2025, all employees shall receive a Cost of Living adjustment of **2.53%** of base salary.

4.2.12 Bilingual Pay [Includes changes from County's last proposal on 8/31/22]

Each employee who is designated by the appointing authority and who has passed a bilingual proficiency examination administered by the Human Resources Division shall receive a supplement of ~~\$.82~~ **85** per hour.

Although effort will be made to use employees receiving bilingual pay as interpreters, no employee shall refuse to assist in interpretation on an occasional basis.

Employees who are not receiving bilingual pay and are required to interpret at the request of their manager, will be scheduled for the next available County bilingual proficiency examination.

4.2.15 Additional Compensation [TLI] [Includes changes from the County's last proposal on 8/10/22]

Positions ~~in the Public Works Department~~ that require the employee to maintain a Class B driver license will receive a pay supplement of 1% of the base salary; positions ~~in the Public Works Department~~ that require the employee to maintain a Class A driver license will receive a pay supplement of ~~1.52.5%~~ **1.525%** of the base salary.

This replaces the 1991 Board Order for Park Worker series.

4.7 License Reimbursement [PRO]

Employees in the Weights and Measures division of the Agricultural Commissioner's Office whose position requires they have and maintain a Class A or Class B license shall receive reimbursement for the renewal of the required license, but not the initial license.

4.7.1 Public Safety Dispatcher Certification Pay [NEW] [OOT, SUP] [Includes changes to County's last proposal on 8/10/22]

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Employees in the Communications Dispatcher series who hold a Public Safety Dispatcher Supervisory-Intermediate Certificate shall receive a supplement of 3% of base salary.

[WORKER'S COMPENSATION AND EMPLOYEE SAFETY]

10.3.1 Boot Allowance [PRO] [Includes changes from County's last proposal on 8/31/22]

- (a) On July 1 of each year, the County will provide a lump sum allowance of \$175 for designated classifications of employees in Environmental Health Services who are required to purchase boots meeting the suitable footwear standard set by the department.

For employees hired after on or after July 1, the County will provide reimbursement of up to \$175. Thereafter, the employee will receive the annual lump sum allowance on July 1 of each year.

- (b) On July 1 of each year, the County will provide a lump sum allowance of \$225 for certain classifications of employees in Environmental Health Services who are required to purchase boots meeting the American National Standards Institute Z41 PT 99 PR (Puncture Resistant Standard).

For employees hired after on or after July 1, the County will provide reimbursement of up to \$225. Thereafter, the employee will receive the annual lump sum allowance on July 1 of each year.

The department and the Auditor Controller's Office will work to ensure that requests for reimbursement are processed within sixty (60) days from the date the employee submits the request, subject to all existing reimbursement policies.

10.3.1 Boot Allowance [PPT] [Includes changes from the County's last proposal on 8/31/22]

- (a) The County will provide biennial reimbursement of up to \$200 for employees in the Building Inspector I/II classifications in the Community Development Department who are required to purchase boots meeting the suitable footwear standard set by the Community Development department:

- (b) On July 1 of each year, the County will provide a lump sum allowance of \$175 for certain designated classifications of employees in General Services and Weights and Measures who are required to purchase boots meeting the suitable footwear standard set by the department.

For employees hired on or after July 1, the County will provide reimbursement of up to \$175. Thereafter, the employee shall receive the annual lump sum allowance on July 1 of each year.

The department and the Auditor Controller's Office will work to ensure ~~the timely processing of that~~ requests for reimbursement are processed within sixty (60) days from the date the employee submits the request, subject to all existing reimbursement policies.

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The Union acknowledges it is the employee's responsibility to purchase and maintain proper fitting boots with appropriate soles for the type of work they are performing.

[EMPLOYEE PROPERTY AND EQUIPMENT]

13.2 Uniform Allowance [OOT] [Includes changes from County's last proposal on 8/10/22]

Employees of this unit required to wear uniforms in the Sheriff's Department shall receive a bi-weekly uniform allowance of \$12.

(All units)

The County shall provide scrubs to employees who are assigned to San Joaquin General Hospital or to divisions of Health Care Services who are required to wear scrubs.

13.2 Uniform Allowance [SIC] [Includes changes from County's last proposal on 8/10/22]

Employees in the following classifications shall receive, upon initial hire into the classification, an initial uniform allowance of \$100 and a lump sum uniform allowance on or about the pay day nearest December 1. For employees who have worked less than one (1) year's continuous service in the classification, the lump sum received shall be a pro rata portion of the uniform allowance. If an employee in this classification leaves employment during the year, a pro rata portion of the uniform allowance shall be paid on or about the last day of employment.

<u>Class</u>	<u>Lump Sum on or about payday nearest Dec. 1</u>
Sheriff's Animal Service Officer I, II	457.60

Employees in the following classifications shall receive, upon initial hire into the classification, an initial uniform allowance of \$100. On the first day of the first bi-weekly pay period after one (1) year's continuous service in such classifications, the employee shall receive the specified bi-weekly uniform allowance:

<u>Class</u>	<u>Bi-weekly after 1 continuous year</u>
Sheriff Material Specialist series	17.92
Sheriff Inmate Labor Specialist series	17.92

Employees in the following classifications receive, upon initial hire into the classification, an initial uniform allowance of \$100 and a lump sum uniform allowance on or about the pay day nearest December 1. For employees who have worked less than one (1) year's continuous service in the classification, the lump sum received shall be a pro rata portion of the uniform allowance. If an employee in this classification leaves employment during the year, a pro rata portion of the uniform allowance shall be paid on or about the last day of employment.

<u>Classification</u>	<u>Lump Sum on or about payday nearest Dec. 1</u>
Evidence Custodian	465.92
Evidence Technician series	550.00
Medical Examiner Investigator series	550.00

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The County shall provide uniform shirts to employees in the classifications of Juvenile Detention Officer, Juvenile Detention Officer Assistant, Juvenile Detention Unit Supervisor and Juvenile Facility Supervisor as follows:

- (a) Five (5) shirts for new regular full-time employees within one month of their hire date.
- (b) Three (3) shirts for new part-time or temporary employees within one month of their hire date.
- (c) Upon employee request, up to three (3) shirts at the beginning of each fiscal year (this section will not apply to employees hired four (4) months prior to the start of the fiscal year). Employees must submit their request for uniform shirts directly to the Probation Department.

The County shall provide scrubs to employees who are assigned to San Joaquin General Hospital or to divisions of Health Care Services who are required to wear scrubs.

13.2 Uniform Allowance [NEW] [PRO] [Includes changes from County's last proposal on 8/31/22]

The County shall provide scrubs to employees who are assigned to San Joaquin General Hospital or to divisions of Health Care Services who are required to wear scrubs.

13.2 Uniform Allowance [SUP] [Includes changes from County's last proposal on 8/31/22]

Employees in the classification of Supervising Medical Examiner Investigator shall receive, upon initial hire into the classification an initial uniform allowance of \$100 and a lump sum uniform allowance on or about the pay day nearest December 1 to purchase the required uniform (jackets shall be provided at County expense). For employees who have worked less than one (1) year's continuous service in the classification, the lump sum received shall be a pro rata portion of the uniform allowance. If an employee in this classification leaves employment during the year, a pro rata portion of the uniform allowance shall be paid on or about the last day of employment. For the purpose of this section, employees who have entered into the class from Medical Examiner Investigator without a break in service will not be considered new hires.

The County shall provide employees in the Airport Operations Supervisor classification with five (5) logo shirts each fiscal year.

The County shall provide scrubs to employees who are assigned to San Joaquin General Hospital or to divisions of Health Care Services who are required to wear scrubs.

13.2 Uniform Allowance [TLI] [Includes changes from County's last proposal on 8/10/22]

Employees in the classes of Storekeeper I, Laundry Assistant and Lead Laundry Worker who are assigned to the Custody Division of the Sheriff's Department and are required to wear a uniform shall receive, upon initial employment (hiring) by the County, a uniform allowance of \$100. On the first day of the first bi-weekly pay period after one (1) year of continuous service in such class, such employee shall receive a uniform allowance of \$12 bi-weekly. Employees in this class who have less than one (1) year of service shall receive a bi-weekly uniform allowance of \$3.20.

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The County agrees to furnish coveralls and respirators to Agricultural employees in the classes of Pest Abatement Operator I and II and unit employees at Stockton Metropolitan Airport who work with herbicides and pesticides.

Employees in the classifications of Lead Mechanic and Automotive Mechanic shall be provided seven (7) pairs of coveralls from a lease, launder and repair company, each fiscal year at County expense.

Employees required to wear coveralls in the classifications of Heavy Equipment Mechanic and Welder and employees in the classifications of Equipment Service Worker II/III that lubricate machinery, Solid Waste Equipment Operator I/II, and the Solid Waste Recovery Worker series, shall be provided with eleven (11) pairs of coveralls from a lease, launder and repair company, each fiscal year at County expense. San Joaquin General Hospital (SJGH) Housekeeping Service Workers who are assigned to the trash positions shall be provided six (6) pairs of coveralls to be laundered at SJGH. The coveralls supplied to employees in the Welder classification shall be made from fire safe material. Employees in the classification of Equipment Service Worker I shall be provided with three (3) pairs of coveralls each fiscal year at County expense.

Each employee in the Park Worker series shall be provided with four (4) uniform shirts each fiscal year at County expense. The County shall provide all Utility District Maintenance Workers and the Utility District Foreman with three (3) pairs of coveralls and six (6) pairs of gloves.

The County shall provide employees in the Airport Operations and Crafts Worker classification series assigned to the Stockton Metropolitan Airport with five (5) logo shirts each fiscal year.

The County shall provide rubberized gloves to Crafts Workers assigned to the County Jail, San Joaquin General Hospital and County Juvenile Justice Center who handle undesirable waste material.

The County shall provide scrubs to employees who are assigned to San Joaquin General Hospital or to divisions of Health Care Services who are required to wear scrubs.

13.3 Boot Allowance [OOT] [Includes changes from County's last proposal on 8/31/22]

- (a) The County will provide annual reimbursement of up to \$125 for certain classifications of employees in Public Works who are required to purchase boots meeting the suitable footwear standard set by the Department of Public Works.
- (b) The County will provide annual reimbursement of up to \$225 for certain classifications of employees in Public Works who are required to purchase boots meeting the American National Standards Institute Z41 PT 99 PR (Puncture Resistant Standard).

The department and the Auditor Controller's Office will work to ensure the timely processing of that requests for reimbursement are processed within sixty (60) days from the date the employee submits the request, subject to all existing reimbursement policies.

The Union acknowledges it is the employee's responsibility to purchase and maintain proper fitting boots with appropriate soles for the type of work they are performing.

13.3 Boot Allowance [SIC] [Includes changes from County's last proposal on 8/31/22]

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- (a) The County will provide biennial reimbursement of up to \$200 for employees in the Code Enforcement Officer series in the Community Development Department who are required to purchase boots meeting the suitable footwear standard set by the Community Development Department.

code
enforcement
office

On July 1 of each year, the County will provide a lump sum allowance of \$225 for employees in the ~~classification of Sheriff Inmate Labor Specialist I, II, and III~~ at the Sheriff's Office who are required to purchase boots meeting the American National Standards Institute Z41 PT 99 PR (Puncture Resistant Standard).

For employees hired after on or after July 1, the County will provide reimbursement of up to \$225. Thereafter, the employee will receive the annual lump sum allowance on July 1 of each year.

The department and the Auditor Controller's Office will work to ensure the timely processing of that requests for reimbursement are processed within sixty (60) days from the date the employee submits the request, subject to all existing reimbursement policies.

The Union acknowledges it is the employee's responsibility to purchase and maintain proper fitting boots with appropriate soles for the type of work they are performing.

13.3 Boot Allowance [SUP] [Includes changes from County's last proposal on 8/31/22]

- (a) The County will provide biennial reimbursement of up to \$200 for employees in the Senior Building Inspector classification in the Community Development Department who are required to purchase boots meeting the suitable footwear standard set by the Community Development Department.

- (b) On July 1 of each year, the County will provide a lump sum allowance of \$175 for designated classifications of employees in Public Works who are required to purchase boots meeting the suitable footwear standard set by the department.

For employees hired after on or after July 1, the County will provide reimbursement of up to \$175. Thereafter, the employee will receive the annual lump sum allowance on July 1 of each year.

- (c) On July 1 of each year, the County will provide a lump sum allowance of \$225 for certain classifications of employees in Public Works who are required to purchase boots meeting the American National Standards Institute Z41 PT 99 PR (Puncture Resistant Standard).

For employees hired after on or after July 1, the County will provide reimbursement of up to \$225. Thereafter, the employee will receive the annual lump sum allowance on July 1 of each year.

The department and the Auditor Controller's Office will work to ensure the timely processing of that requests for reimbursement are processed within sixty (60) days from the date the employee submits the request, subject to all existing reimbursement policies.

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The Union acknowledges it is the employee's responsibility to purchase and maintain proper fitting boots with appropriate soles for the type of work they are performing.

13.3 Boot Allowance [TLI] [Includes changes from County's last proposal on 8/31/22]

On July 1 of each year, the County will provide a lump sum allowance for employees who are required to purchase boots as follows:

- (a) The County will provide an allowance of \$175 for designated classifications of employees in General Services, Public Works, and Parks and Recreation who are required to purchase boots meeting the suitable footwear standard set by the department.
- (b) The County will provide an allowance of \$225 for certain classifications of employees in Public Works and the Stockton Metropolitan Airport who are required to purchase boots meeting the American National Standards Institute Z41 PT 99 PR (Puncture Resistant Standard).

For employees hired after on or after July 1, the County will provide reimbursement of up to amount stated above. Thereafter, the employees will receive the annual lump sum allowance on July 1 of each year.

The department and the Auditor Controller's Office will work to ensure the timely processing of that requests for reimbursement are processed within sixty (60) days from the date the employee submits the request, subject to all existing reimbursement policies.

The Union acknowledges it is the employee's responsibility to purchase and maintain proper fitting boots with appropriate soles for the type of work they are performing.