

COUNTY OF SACRAMENTO  
TO  
SEIU, LOCAL 1021  
WELFARE SUPERVISORY UNIT

Passed to  
Union @ 1:30pm  
on 3/14/19

PROPOSAL #9  
February 28, 2019

Revise Section 15.3 as follows:

**15.3 REPRIMANDS**

a. Each supervisor shall be given an opportunity to read and sign formal letters of reprimand prior to the placement of such material in his/her personnel file. The supervisor shall receive a copy of the letter of reprimand. A "letter of reprimand" is a written censure of a supervisor. Letters of reprimand shall be given only for just cause.

b. Adverse statements prepared by supervisors and management shall not be included in a supervisor's official departmental personnel file unless a copy is provided to the supervisor.

c. An employee may grieve whether a formal letter of reprimand was given for just cause through to Step 2-3 of the grievance procedure of the Agreement. Letters of reprimand are not arbitrable and the grievant shall not have the right to refer the matter to binding arbitration.

d. If SEIU is not satisfied with the County's second ~~third~~ step decision concerning an alleged violation of Subsection a., above, SEIU, with fourteen (14) calendar days of receipts of the decision, may request mediation of the grievance. The parties may jointly agree to non-bind mediation of the grievance. If the parties so agree, they shall utilize and abide by the rules of the State Mediation and Conciliation Service. The cost of such mediation, if any, shall be equally divided.

e. If an employee receives a letter of reprimand and no subsequent disciplinary action has been taken by the County during the following two (2) years, the employee may request removal of that letter of reprimand from his/her personnel file. Such request for removal shall not be unreasonably denied. Denials of such requests are not arbitrable. The Union shall not have the right to refer the matter to binding arbitration.

Date \_\_\_\_\_

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Chris Bolshazy  
Chief Negotiator  
Welfare Supervisory Unit

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Adrian Johnson  
Chief Negotiator  
County of Sacramento