

COUNTY OF SACRAMENTO
TO
SEIU, LOCAL 1021
WELFARE SUPERVISORY UNIT

Passed to Union
@ 1:48pm
on 3/14/19

PROPOSAL #10
February 28, 2019

Revise Section 15.5 as follows:

15.5 PART-TIME EMPLOYMENT

- a. A supervisor may be permitted to make a request for part-time employment, and such request will be considered in light of the needs of the department.
- b. Employees in the classes of Human Services Supervisor Level H/HI, Human Services Supervisor III - Master Degree, or Welfare Eligibility Supervisor (Hold) may be employed on a part-time basis if the department approves their request to work part-time.
- c. Employees in the above classes may elect to work part-time on the basis of twenty (20) hours per week or thirty-two (32) hours per week. If the department approves a request to convert to part time, the employee will be assigned on a part-time basis as soon as administratively feasible.
- d. The employee will have the option of resuming full-time employment twelve (12) months from the date the part-time employment starts, provided he or she declares the intent to do so at least thirty (30) days in advance. If the intent to resume full-time employment is not declared, the employee will continue part-time employment and shall have the option of resuming full-time employment twelve (12) months later, provided he or she declares the intent to do so no later than at least thirty (30) days in advance. If there are insufficient positions to accommodate personnel who elect to resume full-time employment, personnel shall be laid off in order to create vacancies, and part-time personnel shall have the right to bump less senior personnel. Such layoffs and bumping shall take place in accordance with Article XVI of the Agreement.
- e. If one (1) of two (2) one-half time job sharing employees ceases to work one-half time, the County may require the remaining one-half time employee to change to four-fifths or full time with thirty (30) days' advance notice.
- f. The salary of part-time employees shall be prorated based on the number of hours worked.
- g. Vacation, sick leave and holiday benefits will be prorated based on the number of hours worked.

h. Employees in the classes of Human Services Supervisor Level I/II, Human Services Supervisor III - **Master Degree**, or Welfare Eligibility Supervisor (Hold), who elect to be employed on a part-time basis for not less than twenty (20) hours per week, shall be eligible for group medical insurance and health benefits, group dental benefits, and life insurance; and the County shall make contributions in the same amounts as for full-time regular employees.

i. The department may, at its discretion, reassign and/or transfer employees in the classes of Human Services Supervisor Level I/II, Human Services Supervisor III - **Master Degree**, or Welfare Eligibility Supervisor (Hold) who have elected to work part-time in order to avoid having too many part-time supervisors in one (1) location or organizational unit.

j. If the department fills any vacancies in the classes of Human Services Supervisor Level I/II, Human Services Supervisor III - **Master Degree**, or Welfare Eligibility Supervisor (Hold) during the term of this Agreement, offers of full-time employment shall be made first to employees on reemployment lists and then, on the basis of seniority, to part-time employees in the classes. This provision shall not apply to a part-time employee whose position is returned to full-time pursuant to Subsection k.

k. An employee also may be allowed to return to full-time at any time, subject to the approval of the director.

l. Effective December 2, 1988, a line supervisor will only be approved to go 4/5 time if he/she has a written plan approved by the director which includes agreement with another full-time or 4/5 time line supervisor in the same bureau, program, and work location who is also requesting to go 4/5 time, with the understanding that they will provide coverage for each other on their day off. If one (1) of the participants of such a plan no longer participates for any reason, a new written plan must be submitted for approval within thirty (30) days if the remaining participant wants to remain on a 4/5 schedule. If the new plan is not acceptable, the remaining participant to the plan may be returned to full time. Supervisors in staff development and staff positions are excluded from this subsection. The part-time section of the contract shall be equitably administered throughout the bargaining unit for those classes covered in Subsection b.

m. A supervisor in a staff or staff development position may submit plans to work part-time. If the plan is approved, the director may recall them to full-time by providing a thirty-day advance notice. This recall provision is waived for the term of this Agreement.

Date _____

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