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# **SEIU Local 1021**

**Over 54,000 Strong in Northern California**

## **SEIU LOCAL 1021 Sacramento County Welfare Supervisor Chapter June 27, 2019**

SEIU makes the following proposal as a package, but not a complete package. The Union reserves the right to add to, amend, delete from or otherwise alter, amend or modify in whole or in part its proposals during the course of negotiations at any time for any reason.



SEIU, LOCAL 1021  
WELFARE SUPERVISORY UNIT  
TO  
COUNTY OF SACRAMENTO

The Union makes the following package proposal in response to the County's package proposal dated June 20, 2019:

**1. Revise Section 7.1 as follows:**

**7.1 SALARY INCREASES**

- a. Fiscal Year 2019-2020 Salaries: Effective the first pay period following the approval of the 2019-2022 labor agreement by the Board of Supervisors, salaries shall be increased by two-percent (2%).
- b. Fiscal Year 2020-2021 Salaries: Effective the first pay period of July 2020, salaries shall be based on the average percent of year-to-year change in the Consumer Price Index (U. S. City Average, Urban Wage Earners and Clerical Workers) reported for each of the twelve (12) months ending with the month of March 2020, rounded to the nearest one-tenth of one percent (1/10%); provided, however, such increase shall not be less than two percent (2%) nor more than four percent (4%).

**2. In exchange for agreeing to section 13.5 Out of Class assignments, the Union proposes revisions to section 7.2 Equity Adjustments and section 7.10 Human Services Program Specialist:**

**13.5 OUT-OF-CLASS ASSIGNMENTS**

- a. A supervisor An employee assigned in writing by the appointing authority, for more than two (2) consecutive days, to perform the duties of a higher class, shall receive a five percent (5%) pay differential be paid the step of the salary range in the higher class which would apply if he/she had been promoted to the higher class. Such payment shall begin the first day of assignment and shall not exceed five months and twenty-nine days.
- b. Subsection a. above may be waived in writing with the agreement of both the employee and the department.



- 46 c. Selection of the acting program manager by the appointing authority shall be on  
47 a rotational basis for each new absence of the program manager per Subsection  
48 a.  
49  
50 d. If there are no such candidates who are willing to serve as acting program  
51 manager, the departments may assign any other qualified employee.  
52  
53 e. ~~This section is only intended to address assignment of employees listed in~~  
54 ~~Section 1.1(a) to out of class assignments, and nothing in this section shall~~  
55 ~~prevent the appointing authority from assigning employees not listed in Section~~  
56 ~~1.1(a) to an out of class assignment. **This section is not needed due to**~~  
57 ~~**paragraph d.**~~

60 3. Revise Section 7.2 as follows:

62 **7.2 EQUITY ADJUSTMENTS**

64 **Effective the first pay period following the approval of the 2019-2022 labor**  
65 **agreement by the Board of Supervisors, E** ~~e~~quity adjustments shall be paid to  
66 employees in the following classes effective on the dates specified:  
67

<u>Classification</u>	<u>FY 2019/2020</u>
<b>All SEIU Classes listed in Section 1.1(a)</b>	<b><u>1%-2%</u></b>
<b>Family Services Supervisor</b>	<b>5%</b>

70 4. Add Section 7.10 as follows:

72 **7.10 HUMAN SERVICES PROGRAM SPECIALIST RANGE B**

74 Effective the first pay period following the approval of the 2019-2022 labor agreement  
75 by the Board of Supervisors, ~~a new salary range (Range A and B) shall be established~~  
76 ~~for the Human Services Program Specialist. Range A salary shall be set at the current~~  
77 ~~Human Services Program Specialist salary. Employees in the class of Human Services~~  
78 ~~Program Specialist assigned to Child Protective Services (CPS) shall be paid at Range~~  
79 ~~B which shall be approximately 7.5% higher than Range A. Range B shall be paid only~~  
80 ~~for the time the employee is assigned to Child Protective Services. **all Human Services**~~  
81 **Program Specialist shall be paid an additional 7.5%**  
82  
83  
84  
85  
86  
87



5. The County agrees to the following Union proposals:

- Union Proposal #1 (Gender-neutral clean up), Sections 1.1-10.11 (*passed 2/14/19*) in conjunction with County's revisions passed 5/30/19
- Union Proposal #2 (Gender-neutral clean up), Sections 11.1-16.6 (*passed 3/14/19*) in conjunction with County's revisions passed 5/30/19

6. The Union agrees to the following County proposal:

County Proposal #4, Section 9.8, Parental Leave (*passed 2/14/19*).  
County Proposal #5 Section 9.2 Sick Leave with the corrections already discussed and agreed to at the table Feb 28, 2019 (corrections discussed included changing supervisor to employee [2x] and Section c, 9.3 to 9.2).

7. SB866

The County and SEIU shall agree to continue to negotiate SB866 and both parties agree not hold up ratification if no agreement is reached during these negotiations.

8. Union counters County's counter to SEIU's Proposal #6, Section 13.1, Announcement of Openings (*passed 5/2/19*)

13.1 ANNOUNCEMENT OF OPENINGS-SUPERVISORS

- a. The department will announce supervisory line openings (if they are to be filled) as they occur through the method of the department's announcement bulletin. The announcement bulletin will identify the class involved, the work location and the deadline for receipt of applications. Supervisors Employees interested in applying for such ~~vacancies~~ openings shall have the right, within the deadline, to submit an application to the Human Services Program Manager who has the opening. The seven (7) five (5) most senior supervisors employees in that class submitting an application shall have an interview and be given consideration for the vacant position.
- b. If five (5) or more supervisors employees bid for an ~~vacancy~~ opening announced for their class, selection shall be made from among the five (5) most senior supervisors applicants.



c. Upon request, within thirty (30) calendar days of the announcement of an vacancy opening, the Union shall have the right to review intra-departmental transfer requests submitted during the applicable five (5) working day filing period for any announced positions.

d. In addition to applying to permanent positions, this procedure will apply to temporary positions authorized by personnel requisition for ninety (90) days or more. If the position is temporary, the announcement bulletin will so indicate, and will state the expected duration of the position.

e. The departments agree, upon the request of the Union, to provide the Union in January April of each year with an annual seniority roster for the- purpose of effectuating the provisions of Article XIII of this Agreement.

**9. 13.1.1 Release Due To Selection To Another Position**

**The County shall release any Bargaining Unit Member who has been selected for an announced position within two (2) pay-periods of the offering by the department and acceptance of the position by the employee.**

**10. The Union makes the following proposal: 7.7.1 Eligibility Supervisors and Human Services Supervisors**

a. **Effective the first full bi-weekly pay period after Board of Supervisors approval, Eligibility Supervisors, and Human Services Supervisors who supervise Eligibility Specialists, Senior Eligibility Specialists, Human Services Specialists, Human Service Social Workers, and Human Service Assistants who receive bilingual/cultural pay, shall receive a 5% differential of their base pay for each pay period they supervise such workers.**

b. **Effective the first full bi-weekly pay period after Board of Supervisors approval, Eligibility Supervisors who supervise Eligibility Specialists, Senior Eligibility Specialists, Human Services Specialists, Human Service Social Workers, and Human Service Assistants shall receive the same a 5% differential that the subordinate class receives each pay period they work multi-programs.**



**11. The parties agree to incorporate all Tentative Agreements reached during the course of this negotiations as follows:**

- Union Proposal #15 (Gender-neutral clean up), Sections 16.7-18.1 in conjunction with County's revisions (TA 6/6/19)
- Union Counter to County's #1, Section 15.5, Part-Time Employment (TA 5/30/19)
- County Proposal #1, Sections 15.4(a), 16.5(a), and 17.7(b) (TA 3/14/19)
- County Proposal #2, Section 12.2, Mileage Reimbursement (TA 2/28/19)
- County Proposal #3, Section 10.5, Life Insurance (TA 4/11/19)

**12. Continuation of the 2016-2019 Memorandum of Understanding (MOU):**

The parties agree to roll over (continue) all unchanged terms of the 7/1/2016-6/30/2019 SEIU 1021/County of Sacramento Memorandum of Understanding as part of a successor MOU.

Date \_\_\_\_\_

\_\_\_\_\_  
Chris Bolshazy  
Chief Negotiator  
Welfare Supervisory Unit

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Adrian Johnson  
Chief Negotiator  
County of Sacramento