

LABOR RELATIONS UPDATE

THE COUNTY OF SANTA CLARA | EMPLOYEE SERVICES AGENCY

Information contained herein is intended as an advisory and for informational purposes only, and does not constitute or imply active bargaining or negotiating

DATE: Friday, September 27, 2019 (updated Wed., October 2, 2019)

UNION/BARGAINING UNIT: SEIU, Local 521

DETAILS:

2019 County of Santa Clara Labor Relations Update Regarding SEIU, Local 521

The County of Santa Clara has a legal duty to bargain in good faith with employee representatives on wages, hours and other terms and conditions of employment. In addition to our legal duty, we understand the value of, and endeavor to, provide working conditions that foster committed, long-term employees and organizational efficiencies that result in delivering high-quality service to our community.

The prior Memorandum of Understanding (MOU) expired at 11:59PM on Sunday June 16, 2019. SEIU members are currently working without a contract.

The County is looking forward to finding a mutually beneficial agreement as soon as possible, in order to implement the negotiated increase to wages, the improved terms for employees and to continue delivering the highest quality service to our community. As of September 26, 2019, the County's proposal to SEIU is as follows:

Term of Agreement

The County desires a term of agreement of five years. However, the County has made an offer to SEIU for a term of agreement of between three (3) and five (5) years.

The incremental budgeted cost for general wage increases for salary and benefits for SEIU over five years would be at least \$570 million. And the incremental budgeted cost for non-general wage increases would cost at least another \$55 million over that period. Combined, the County's latest proposal to SEIU would be at least \$625 million over five years. If that proposal were extended to all of the County's unions, the total incremental salary and benefits budgeted cost over five years would exceed \$1.5 billion.

General Wage Increase

The County has offered a general wage increase of three percent (3%) in each year of the agreement. Therefore, if SEIU agrees to a three (3) year term of agreement an employee would receive three percent (3%) in each of the first, second and third years. If SEIU agrees to a five (5) year term of agreement an employee would receive three percent (3%) in each of the first, second, third, fourth and fifth years.

So simply put the County has proposed increases of 3%, 3%, 3%, 3%, and 3%.

In addition to a general wage increase, the County also proposes the following Realignments for certain classifications. Please see the following charts:

(continued)

LABOR RELATIONS UPDATE

THE COUNTY OF SANTA CLARA | EMPLOYEE SERVICES AGENCY

ADMINISTRATIVE, PROFESSIONAL & TECHNICAL UNIT		
UNIT	CLASSIFICATION	INCREASE
APT	CLINICAL DIETITIAN I	5.00%
APT	CLINICAL DIETITIAN II	7.50%
APT	DIALYSIS TECHNICIAN	9.75%
APT	DOSIMETRIST	7.00%
APT	LIBRARY ASSISTANT I	6.00%
APT	LIBRARY ASSISTANT II	1.50%
APT	MARRIAGE AND FAMILY THERAPIST II	2.25%
APT	OPTOMETRIST	2.00%
APT	ORTHOPEDIC TECHNICIAN	6.00%
APT	PHARMACY DATA SPECIALIST-VHP	2.00%
APT	PHARMACY TECHNICIAN	2.50%
APT	PHARMACY TECHNICIAN TRAINEE	6.00%
APT	PROPERTY EVIDENCE TECHNICIAN	4.25%
APT	PSYCHIATRIC SOCIAL WORKER II	2.25%
APT	PUBLIC HEALTH NUTRITIONIST	1.50%
APT	RESPIRATORY CARE PRACTITIONER II	1.50%
APT	STERILE PROCESSING TECHNICIAN I	5.50%
APT	STERILE PROCESSING TECHNICIAN II	5.25%
APT	THERAPY TECHNICIAN	3.25%

ENVIRONMENTAL HEALTH UNIT		
UNIT	CLASSIFICATION	INCREASE
EHU	Environmental HLTH Specialist	0.50%
EHU	Environmental HLTH Specialist Trainee	0.50%
EHU	Sr. Environmental HLTH Specialist	0.50%

PUBLIC HEALTH NURSING UNIT		
UNIT	CLASSIFICATION	INCREASE
PHN	PHN I	3.00%*
PHN	PHN II	3.00%*
PHN	PHN III	3.00%*
PHN	PHN Specialist	3.00%*

*Based on acceptance of proposed package.

(continued)

LABOR RELATIONS UPDATE

THE COUNTY OF SANTA CLARA | EMPLOYEE SERVICES AGENCY

BLUE COLLAR UNIT		
UNIT	CLASSIFICATION	INCREASE
BC	COOK I	1.00%
BC	COOK II	1.50%
BC	CUSTODY SUPPORT ASSISTANT	0.25%
BC	ELECTRICAL ELECTRONIC ASST	2.50%
BC	ELECTRICAL ELECTRONIC TECH	4.00%
BC	ELECTRONIC REPAIR TECHNICIAN	0.50%
BC	FLEET SERVICES ASST MECHANIC	0.75%
BC	FLEET SERVICES MECHANIC	0.75%
BC	FOOD SERVICE WORKER I	5.50%
BC	FOOD SERVICE WORKER II	5.50%
BC	FOOD SERVICE WORKER-CORR	4.00%
BC	GARDENER	3.00%
BC	GENERAL MAINT MECHANIC I	2.50%
BC	GENERAL MAINT MECHANIC II	2.50%
BC	GENERAL MAINT MECHANIC III	1.50%
BC	JANITOR	2.00%
BC	KENNEL ATTENDANT	1.00%
BC	LAUNDRY WORKER I	1.00%
BC	LAUNDRY WORKER II	2.50%
BC	PARK MAINTENANCE CRAFTS WORKER	4.00%
BC	PARK SERVICES ATTENDANT	1.25%
BC	ROAD MAINTENANCE WORKER I	2.50%
BC	ROAD MAINTENANCE WORKER II	2.00%
BC	ROAD MAINTENANCE WORKER III	1.50%
BC	ROAD MAINTENANCE WORKER IV	2.50%
BC	SR WAREHOUSE MATERIALS HANDLER	0.50%
BC	STOCK CLERK	2.00%
BC	TRAFFIC PAINTER I	0.50%
BC	TRAFFIC PAINTER II	0.50%
BC	TRAFFIC PAINTER III	0.50%
BC	VECTOR CONTROL TECHNICIAN II	2.00%

(continued)

LABOR RELATIONS UPDATE

THE COUNTY OF SANTA CLARA | EMPLOYEE SERVICES AGENCY

CLERICAL UNIT		
UNIT	CLASSIFICATION	INCREASE
CLER	ACCOUNT CLERK I	0.25%
CLER	ACCOUNT CLERK II	2.00%
CLER	BOARD CLERK I	0.50%
CLER	BOARD CLERK II	0.25%
CLER	CLIENT SERVICES TECHNICIAN	0.25%
CLER	HEALTH INFORMATION CLERK I	1.00%
CLER	HEALTH INFORMATION CLERK II	2.50%
CLER	HEALTH INFORMATION CLERK III	1.50%
CLER	HEALTH SERVICE REPRESENTATIVE	3.00%
CLER	JUSTICE SYSTEM CLERK I	3.50%
CLER	LIBRARY TECHNICIAN	1.00%
CLER	OFFICE SPECIALIST I	1.00%
CLER	OFFICE SPECIALIST II	2.00%
CLER	OFFICE SPECIALIST III	1.00%
CLER	PATIENT BUSINESS SERVICES CLERK	2.50%
CLER	PHARMACY ASSISTANT	1.00%
CLER	SENIOR HEALTH SERVICE REPRESENTATIVE	3.00%
CLER	SENIOR PATIENT BUSINESS SERVICES CLERK	2.50%
CLER	SENIOR ACCOUNT CLERK	0.25%

Health Benefits

The County has proposed premium sharing for health benefits of two percent (2%). This is not two percent (2%) of salary. It is two percent (2%) of the premium. See chart below:

		Plan Premiums	EE Share Current (Every two weeks)	EE Share @ 2% (Every two weeks)	(+/-)
Kaiser	EE	\$336.61	\$0.00	\$6.73	\$6.73
	EE+Spouse	\$706.88	\$13.02	\$14.14	\$1.12
	EE+Child	\$605.90	\$11.16	\$12.12	\$0.96
	Family	\$976.17	\$17.98	\$19.52	\$1.54
VHP	EE	\$464.03	\$0.00	\$9.28	\$9.28
	EE+Spouse	\$974.47	\$0.00	\$19.49	\$19.49
	EE+Child	\$835.26	\$0.00	\$16.71	\$16.71
	Family	\$1,345.68	\$0.00	\$26.91	\$26.91
Health Net	EE	\$642.48	\$0.00	\$12.85	\$12.85
	Family	\$1,360.29	\$52.83	\$27.21	-\$25.62

(continued)

LABOR RELATIONS UPDATE

THE COUNTY OF SANTA CLARA | EMPLOYEE SERVICES AGENCY

The County has proposed an increase to Other Post-Employment Benefits ("OPEB") to address the approximate \$2 billion unfunded liability for retiree medical. The County proposal is for each employee to contribute an additional **one dollar and fifty cents (\$1.50) per pay period**.

Additional items proposed for the general agreement:

Shift differential and bilingual pay increase plan:

DIFFERENTIAL	PROPOSED INCREASE	PROPOSED NEW RATE
Evening Shift	+\$0.35/hour	Increase to \$3.00/hour
Night Shift	+\$0.70/hour	Increase to \$4.00/hour
Bilingual Pay	+\$20.00/month	Increase to \$170.00/month

Employee-incurred expense items:

ITEM	COUNTY PROVIDES:
All Mandated Federal/State/County Licensures	100% payment for all mandated licensures
Tuition Reimbursement	\$750,000 County reimbursement bank (<i>\$250,000 increase</i>)
Required Continuing Education (CE)	\$200,000 County reimbursement bank (<i>\$140,000 increase</i>)
Uniform Allowance	Increase to \$550 per year
Clothing Allowance	New allowance of \$100 per year

And:

- Increase number of stewards
- Increase hours for release time
- Increase up to 12 employees for Union business release
- Additional unit negotiators
- Review of classifications for higher salary for Per Diem/locum tenens
- Extra help participation in deferred compensation 457 plan
- Additional classifications added for extra help pathway to permanency
- Survey to gather preliminary information as to how many employees use childcare services and to begin to explore if employees may benefit from childcare services
- Increase uniform allowance and new clothing allowance.

(continued)

LABOR RELATIONS UPDATE

THE COUNTY OF SANTA CLARA | EMPLOYEE SERVICES AGENCY

Administrative, Professional & Technical Unit

- Modified the makeup of the LVN Practice Committee to promote better communication between LVNs and management on practice issues
- Increase the number of Diagnostic Imaging Technologist Leads from 5 to 11, to provide greater support to front-line staff
- Increase the Lead differential for Employment Counselors from \$.98 to \$1.40/hr.
- Increase the Behavioral Health Lead differential from \$100 to \$135 biweekly
- Increase number of Senior Paralegal Leads from 7 to 13, to provide greater support to front-line staff
- Quadrupled the number of Ultrasonographer II Leads, from 1 to 4, to provide technologist-level leadership to direct line staff
- Increase from 9 to 18 the number of hours that Marriage & Family Therapists and Psychiatric Social Workers can pursue continuing education credits, necessary to maintain their licensure, on County time
- Reimburse Pharmacy Specialists for the cost of the Board of Pharmacy Specialties Exam, as well as, recertification fees
- Provide a \$500 annual payment to Occupational Therapists, Physical Therapists and Speech Language Pathologists who are certified in various specialties, such as stroke rehabilitation and burn therapy
- Provide a \$500 annual payment to Criminalists who obtain individual certification as a Criminalist
- Created a new, separate fund for reimbursement of expenses related to continuing education and licensure for Physician Assistants, up to \$1,100 per Physician Assistant
- Updated the differential amounts for the Public Defender Investigator Career Incentive Program
- Updated language describing Information Technology Training for the Technology Services and Solutions Department
- Increase from two to six the number of Dental Assistant Leads receiving differentials
- Expanded the Pharmacist NOC shift differential to include Pharmacist Specialists
- Memorialized in contract language (instead of side letter) the certification differential for Property Transfer Examiner and Exemption Investigator, and increase the amount of differential - 2% for basic certification and 4% for advanced certification - rather than just 2% for advanced certification
- Expanded float differential to include the new hospitals (O'Connor and St. Louise)
- Increase differential for Anesthesia Technician leads from \$.70/hr. to \$.90/hr.
- Increase differential for Deputy Public Guardian Conservator Leads from \$1.46/hr. to \$1.60/hr.
- Increase differential for Estate Administrator leads from \$1.46/hr. to \$1.60/hr.
- Increase differential for Library Assistant I/II Charge from \$1.01/hr. to \$1.50/hr., and added bookmobile to the list of eligible locations
- Provide a differential increase of \$1.50/hr. for a Library Assistant when performing electronic resource duties
- Provide a differential increase of \$2.00/hr. for biopsy duties for classifications within Diagnostic Imaging
- Provide a differential increase of \$1.50/hr. for lightroom coordinator duties for two incumbents within Diagnostic Imaging
- Assumed cost of medical staff dues for psychologists

(continued)

LABOR RELATIONS UPDATE

THE COUNTY OF SANTA CLARA | EMPLOYEE SERVICES AGENCY

- Provide court telephone standby pay for Criminalists, Latent Fingerprint Examiners and Property Evidence technicians who are subpoenaed for court on their days off
- Provide a differential of \$1.57/hr. for an Obstetric Technician lead at VMC-O'Connor
- Provide a differential of 5% for a Property Evidence Technician Lead
- Provide a differential of 5% for a Payroll Audit Specialist Lead

Blue Collar Unit

- **NEW** - Career Development Advancement program to assist in career mobility and ease transition from classification to classification
- **NEW** - Blue Collar Career Development and Education – This program will offer informational sessions that will provide educational and career development resources specific to Blue Collar workers two times per year. BC workers will have an opportunity to talk to departments that will assist them with County sponsored trainings and courses, tuition reimbursement, employee wellness and personnel information, including transfer and promotional opportunities.
- **NEW** - Time off for Career Advancement
- **NEW** – Time for Blue Collar Workers to respond to work-related e-mail correspondence and conduct work-related activities on computer on County time.
- **NEW** - General Maintenance Mechanics Water Treatment Certification Stipend – When assigned, a \$25/biweekly stipend for obtaining and maintaining water treatment certification
- **NEW** - General Maintenance Mechanics Pool Operator Certification Stipend – When assigned, a \$12.50/biweekly stipend for obtaining and maintaining pool operator certification
- **NEW** - Fleet Services Mechanic and Fleet Service Modification Mechanic – When assigned, a \$200/month differential for Class A license with Air Brake and Passenger endorsement
- After-Hours Telephone Call Pay for General Maintenance Mechanic I, II and Electronic Repair Technician
- Increase Electronic Repair Technician Lead Differential to \$1.90/per hour
- Electronic Repair Technician training
- Increase Janitors Leads at Hospital to up to 15 leads
- Increase Janitors at Facilities to up to 7 leads
- Increase Lead Janitor Differential \$0.75/hour to 5%
- Increase Fleet Department Class A License Training to up to 8 workers (approx. \$2,500 per worker)
- Increase Janitors Retort Differential \$1.10/hr. to \$1.25/hr.
- Increase Fleet Parts Coordinator & Emergency Installer Lead Differential from \$0.40/hr. to \$1.50/hr.
- Increase Biomedical Equipment Technician Lead Differential from \$1.10/hr. to \$2.00/hr.
- Increase Biomedical Equipment Technician Biomedical Division from \$0.90/hr. to \$2.00/hr.
- Increase Crew Lead Differential from \$0.90/hr. to \$1.50/hr.
- Increase Custody Support Assistant Lead Differential \$1.05/hr. to \$1.40/hr.
- Increase Kennel Attendant Lead Differential from \$0.95/hr. to \$1.20/hr.
- Increase Lead Laundry Worker II Differential from \$0.70/hr. to \$1.30/hr.
- Increase Road Maintenance Welding Differential from \$1.31/hr. to \$1.70/hr.
- Increase Stock Clerk Bulk Storage Differential from \$0.58/hr. to \$1.05/hr.

(continued)

LABOR RELATIONS UPDATE

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- Increase Class A/B License Training for Road Maintenance Workers from \$1.50/hr. to \$1.70/hr.
- Increase Park Services Attendant Lead Differential from \$0.70/hr. to \$1.00/hr.
- Increase Food Service Worker-Correction Extended Lead from \$0.90/hr. to \$1.20/hr.

Clerical Unit

- Proposed Implementation of a Lead rotation program
- Proposed to increase the number of Client Service Technicians eligible for intake differential from 100 to 110
- Proposed to increase Client Service Technician intake differential from 3% to 3.25%
- Increase Library Clerk differential from \$1.50 to \$1.75/hour
- Increase DA/DCSS Legal Clerk Court differential from \$1.30 to \$1.50/hour
- Increase Animal Control dispatch differential from \$1.25 to \$1.50/hour
- Increase number of positions available for promotional opportunity project
- Increase number of classifications eligible for alternate staffing/trainee
- Increase funding for clerical education program to \$14,000 annually
- Notice to clerical workers of long-term work-out-of-class opportunities

Environmental Health Unit

>>TENTATIVE AGREEMENT REACHED WITH ENVIRONMENTAL HEALTH UNIT<<

- Increase Tuition Reimbursement \$60,000 total (\$2,000 per EE)
- Increase Professional Development Allowance \$15,000 total (\$850 per EE)
- Increase State Mandated Registration Maintenance reimbursement (\$350 per EE)

Probation Counselor Safety Unit

>>TENTATIVE AGREEMENT REACHED WITH PROBATION COUNSELOR SAFETY UNIT<<

- Probation Assistant Lead differential increase from \$1.50 to \$2.75
- Probation Assistants are now eligible for safety shoes (Main Table)
- Probation Assistants and Probation Counselors are now eligible to purchase the following items using their County-provided vouchers:
 - Rain Gear
 - Dry Fit Under Shirts
 - Equipment Bags
 - Badge Wallets
 - Zero G Plate Belts

Social Services Unit

- 2% increase (from 6% to 8%) for SW II/III in Emergency Response unit
- Eligibility Worker II ability to transfer to other Eligibility Worker II positions
- \$10K increase to Education Fund
- Workload reductions in ER, Continuing, Voluntary, NDM, Adoption Finalization and DI units.
- Standards for Intake Eligibility Workers in areas where there were none
- Proposed committee to evaluate and make recommendations on workload distribution, workload efficiencies, workload standards, workload credits, and future trends and staffing in Adult Protective Services, Emergency Response and Resource Family Approval

(continued)

LABOR RELATIONS UPDATE

THE COUNTY OF SANTA CLARA | EMPLOYEE SERVICES AGENCY

Supervisory Unit

- Increase multi-lingual differential for supervisors to \$190/month
- Increase evening differential to \$3.00/hr.
- Increase night differential to \$4.00/hr.
- DFCS Pay Differential to 6% for DI, Continuing, VFM, CANC, NMD, DIY, Adoption Finalization
- ER Unit Pay differential to 8%
- Trainer Preparation in SSA Staff Training and Development
- Propose Workload Committee regarding Overtime Formulas in DEBS
- Increase tuition and education reimbursement per the general agreement proposal

Public Health Nursing Unit

Throughout negotiations the County has worked cooperatively to find solutions to the Public Health Nursing bargaining unit's demands for both higher wages and substantial work/life balance. Currently, all County Public Health Nurses receive 6.5 additional vacation days per year per Public Health Nurse (PHN), in exchange for foregoing a 2.5% wage increase in their base salary.

The County is currently proposing a plan to address PHNs demand for work/life balance by providing an option to choose participation in an enhanced Voluntary Reduced Work Hours (VRWH) Program on an individual basis. Every six months, each Public Health Nurse will have the ability to decide if they prefer to receive an additional 3.25 days off – or 6.5 days off annually - through the Voluntary Reduced Work Hours (VRWH) Program in exchange for a temporary reduction in pay.

Proposed PHN Pay Plan Agreement: Year 1

General Wage Increase	3%
Realignment	3%*
Total Year 1 Economic Increase	6%*

*Based on acceptance of proposed package.

The County of Santa Clara works with our employees to provide the best possible opportunities for growth, engagement and stability. In turn, our workforce is focused on delivering the highest quality services to our community.

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