



SEIU Local 535 SUMMARY OF TENTATIVE AGREEMENT

The following is a summary of the changes in the proposed new contract:

SALARY AND OTHER PAY PROVISIONS

- General Salary Increases

06/25/06	3%
06/24/07	2% to 5% based upon average CPI for 12 months March to March
06/22/08	2% to 5% based upon average CPI for 12 months March to March
06/21/09	2% to 5% based upon average CPI for 12 months March to March
06/20/10	2% to 5% based upon average CPI for 12 months March to March

- Equity Adjustments

	<u>06/22/08</u>	<u>06/20/10</u>
Human Services Program Specialist	5%	5%
Human Services Hearings Supervisor	5%	5%
Human Services Supervisor	5%	5%
Human Services Supervisor – Masters Degree	5%	5%
Workforce Career Assessment Supervisor	5%	5%
Eligibility Supervisor	5%	5%

- Salary Separation

County agrees to maintain a ten percent spread between top step of the supervisor and top step of the highest paid subordinate

- Human Services Supervisors – Masters Degree who supervise Human Services Social Workers-Masters Degree who receive both the 2.5% Retention Incentive and bilingual/cultural pay, shall receive a 5% differential for each pay period they supervise such workers.
- Education and Certification Incentive Pay – Family Service Supervisors eligible for incentives of 2.5% for completion of 30 or more semester units, or for possession of certifications. An additional 2.5% differential will be paid for completion of 60 semester units.
- Standby/Call Back Pay issue to be submitted to binding arbitration.

HEALTH AND WELFARE

- Tier A - Employees Hired Before January 1, 2006
 - Effective December 1, 2006, County contribution of 80% of 2006 Kaiser family rate (\$743.04).
 - Effective January 1, 2007, County contribution of 80% of 2007 Kaiser family rate (\$826.90).
 - Effective January 1, 2008, County contribution frozen at \$826.90
 - Cash back for eligible remain at \$615 until January 1, 2008 then roll back to \$535.
 - Employees hired after 02/01/98 but before 01/01/07 who take catastrophic plan or after 01/01/08 waive coverage (with proof of other group coverage) are eligible for \$150 monthly plan selection incentive.

- Tier B – Employees Hired On or After January 1, 2007
 - County contribution of 80% of the premium amount for plan and level of coverage selected, not to exceed 80% of the premium amount for least expensive, full coverage HMO.

- Effective 01/01/08 plan options will be for Kaiser HMO, a non-Kaiser HMO (to be selected by County from other HMO's currently available), up to two high deductible health plan options

- Effective 12/24/06 County to contribute \$25.00 per pay period into a retiree health savings plan for each employee.

- Effective 01/01/08 Employee life insurance increases to \$18,000 (from \$15,000) and dependent coverage decreases to \$2,000 (from \$5,000).

- Current Delta Dental insurance plan will remain in force at the current level of benefits for the life of the contract unless the Union agrees to changes.

- The Union and the County will reopen Article X of the agreement in order to further explore integration of Paid Family Leave with sick leave.

SENIORITY

- Seniority to be determined by date of original appointment to classification.

- SEIU Local 535 members reallocated from the Eligibility Supervisor class as a result of the Welfare Reform Class Study have time in the Eligibility Supervisor classification counted for seniority purposes.

FACILITIES CLOSURE/FURLOUGH DAYS

Article XVII – which allowed the County to close facilities for up to 12 working days per year in order to save salary costs has been deleted in its entirety.

RETIREMENT PLAN

Employees in Miscellaneous Tier II in the Sacramento County Employees' Retirement System will be allowed to voluntarily convert future service to Miscellaneous Tier III status. Pre-existing Tier II service can be converted to Tier III if the employee so chooses; the cost of the conversion to be paid by the employee through either a lump sum or installment payments.

FAMILY DEATH LEAVE

- Adds domestic partner to qualifying family member list.
- Converts language from 5 days to 40 hours.

AUTOMATIC RESIGNATION

Provides that any supervisor who is absent without leave (no-show, no-call) for five or more consecutive days will be considered to have resigned his or her position.

DAYLIGHT SAVINGS TIME

Provides for a consistent method for handling employee hours when daylight savings changes occur during an employee's shift.

TRANSIT PASS

Effective July 1, 2006, the transit subsidy is increased to \$65 per month.

DISCIPLINE AND DISCHARGE

- Notices of proposed disciplinary action and/or final notices of disciplinary action shall be automatically provided to the Union.
- Arbitration of disciplinary action may be public or private at the employee's request
- Fees and expenses related to mediation or arbitration shall be shared equally by SEIU Local 535 and the County.

APPOINTMENT OF ARBITRATOR

Arbitrators to be selected jointly by SEIU Local 535 and the County. If the parties are unable to agree on an arbitrator, a list of arbitrators shall be requested from the State Mediation and Conciliation Service. The Union and County shall have the right to alternately strike arbitrators from the list.

NEW SUPERVISOR TRAINING

SEIU Local 535 to be notified in advance of new supervisor training and permitted to make a presentation to new supervisors during the training.