



Summary of 2016-2018 Tentative Agreement



SONOMA COUNTY HEALTHCARE PROFESSIONALS UNIT

	Current	Tentative Agreement
<u>Economic Issues:</u>		
ARTICLE 5 SALARIES 5.3 Salary Increase	n/a	Across-the-Board Wage Increases (COLA): 3% Upon ratification 3% in the first full pay period in March 2017
ARTICLE 7 STAFF DEVELOPMENT (& WELLNESS) 7.1 Staff Development (& Wellness) Benefit Allowance	Full Time: \$600/FY \$400 carryover Up to \$250 used for computer hardware and/or wellness expenses every 2 years Part Time: \$300/FY \$200 carryover	<i>Effective 9/13/16:</i> Full Time: \$850/FY, no carryover Part Time: \$425/FY, no carryover All funds available for Staff Development, computer hardware, mobile devices, and wellness expenses; no 2-year limitation on computer hardware and mobile device expenses * 9/13/16: balances will be brought to \$850 for f/t employees and \$425 for p/t employees, PLUS any carryover from FY 16, LESS any amounts spent between 7/1/16 and 9/12/16.
ARTICLE 8 LEAVES OF ABSENCE 8.1 Vacation	Vacation Cap: 280 hours	Vacation Cap: 300 hours For 2016 – 2018 contract, any hours above 280 remaining in an accrual bank after the start of the first full pay period after expiration of the contract will be forfeited. Hours accrued over 280 between now and the end of the contract have no cash-out value.
ARTICLE 8 LEAVES OF ABSENCE 8.11 Sick Leave Accrual	n/a	If an employee leaves County employment but returns within one year from the date of separation, any accrued, unpaid sick leave will be restored, converted to EH sick leave, or converted to service credit.
ARTICLE 9 HEALTH & WELFARE BENEFITS FOR ACTIVE EMPLOYEES 9.2.2 County Contribution Toward Active Employee Medical Benefits	Until Pay Period Beginning 9/13/16 (for coverage through 9/30/16): Single: \$500/month Self + 1: \$500/month Family: \$500/month	<i>Effective Pay Period Beginning 9/13/16 (for coverage effective 10/1/16):</i> Single: \$557/month Self + 1: \$1,113/month Family: \$1,575/month HRA contribution: \$0 <i>Effective Pay Period Beginning 5/23/17 (for coverage effective 6/1/17):</i> Single: \$580/month Self + 1: \$1,158 Family: \$1,638
ARTICLE 9 HEALTH & WELFARE BENEFITS FOR ACTIVE EMPLOYEES 9.2.7 Health Reimbursement Arrangement (HRA) Contribution	Effective 5/12/15 – 9/12/16 Single: \$30/month Self + 1: \$115.31/month Family: \$429.45/month	<i>Effective Pay Period Beginning 9/13/16:</i> Single: \$0 Self + 1: \$0 Family: %0
ARTICLE 11 UNION RIGHTS AND SECURITY 11.30 Union Business (New)	n/a	<i>Effective 9/13/16:</i> 100 hours/FY paid time for union business Carryover of 50 hours/year, capped at 200 hours May be used for steward trainings; union classes; internal union matters and more

<p>ARTICLE 13 COMPENSATION BENEFITS</p> <p>13.2(c) Shift Differential Premium</p>	<p>5% above hourly rate for hours worked on evening shift, when >50% of the shift hours are between 2 pm & 7 pm</p>	<p><i>Effective 1st full Pay Period after 9/13/16:</i> 7% above hourly rate for hours worked on evening shift, when more than 50% of the shift hours are between 2 pm & 7 pm</p>
<p>ARTICLE 14 SALARY UPON STATUS CHANGE</p> <p>14.5 Salary Upon Promotion</p>	<p>n/a</p>	<p>Upon promotion from line staff to supervisory position or class, employees are moved to a salary step on the new scale at least 10% above the employee's current salary</p>
<p>ARTICLE 20 MISCELLANEOUS PROVISIONS</p> <p>20.7.1 Retirement Program – Employees Hired On or Before December 31, 2012 And Employees Hired On or After January 1, 2013 With Pension Reciprocity</p>	<p>n/a</p>	<p>Pension Cost Sharing with Offset (effective as soon as feasible): "Legacy" employees to contribute an additional 1/3 of the actuarially determined difference between the average legacy employee retirement and one half the total normal cost calculated as an average for legacy members of SCERA, covered by this section, based on rates of all active County legacy members, with the difference computed to a factor and applied equally to all legacy members.</p> <p>Extra pension cost will be reimbursed as a lump sum benefit allowance each pay period equal to the dollar value of the deduction, less any required taxes.</p>
<p>APPENDIX E ONE-TIME, LUMP SUM, NON- RECURRING AND NON- PENSIONABLE PAYMENTS</p>	<p>n/a</p>	<p><i>Effective 1st Full Pay Period after BOS approval:</i> One-time lump sum of \$1,316 to each employee who was enrolled in multi-party health insurance as of pay period ending 5/9/16 and re-enrolled in multi-party health insurance effective 5/23/16</p> <p>One-time lump sum of \$960 to each employee in a classification that <i>DID NOT</i> receive an equity increase, pro-rated based on FTEs</p>
<p>SIDE LETTER</p> <p>EQUITY ADJUSTMENTS</p>	<p>n/a</p>	<p><i>Effective 2nd Full Pay Period after BOS approval:</i> 5% equity increases for: EHS Trainee EHS I EHS II EHS III (Senior) Dairy Inspector PHN I PHN II Senior PHN Behavioral Health Intern Behavioral Health Clinician Behavioral Health Specialist</p> <p>2% equity increase for: Staff Psychiatrist</p> <p>5% premium pay above base hourly rate for Mobile Support Team members for all hours worked in the filed responding to crises</p>
<p>NON-MOU AGREEMENTS</p> <p>Dental Vision EAP</p>	<p>Dental: 50% up to \$3,000 for Orthodontia</p> <p>Vision: Retail Frame Allowance \$115 Child Dependents eligible up to age 23</p> <p>EAP: 3 face-to-face clinical consultations per incident per benefit year</p>	<p><i>Effective 10/1/16:</i> Dental: 50% up to \$6,000 for orthodontia</p> <p>Vision: Retail Frame Allowance \$125 Child Dependents eligible up to age 26 KidsCare Plan Repair & Replacement Plan</p> <p>EAP: 6 face-to-face clinical consultations per incident per benefit year</p>

Non-Economic Issues		
ARTICLE 4 TERM OF MEMORANDUM	1/14/2014 – 2/29/2016	9/13/16 – 3/26/18
ARTICLE 6 HOURS OF WORK AND OVERTIME 6.3.3 Incidental Flex Time (New)	n/a	An employee may request incidental flex time in which they work variable work hours with corresponding flex hours off, taken during the 80 hour pay period in which the variable hours are worked. Overtime compensation is waived.
ARTICLE 6 HOURS OF WORK AND OVERTIME 6.11 Overtime Required and Authorized 6.14 Employee Choice 6.17 Approval for Compensatory Time Off	6.11 Overtime must be pre-authorized by supervisor. 6.14 Choice of overtime or compensatory time off (CTO) only when overtime is assigned. 6.17 Pre-approval required in order to use compensatory time off (often arbitrarily denied)	6.11 Prior authorization not required in cases of urgent client service; instead, approval can be obtained the next business day 6.14 Choice of overtime or CTO whether assigned overtime or unplanned overtime occurs. 6.17 Pre-approval required but request must be answered within a reasonable. <i>These changes together are intended to clarify the rules around accrual of overtime and CTO, to prevent supervisors from arbitrarily denying accrual, payment of overtime hours, and/or accrual and use of CTO.</i>
ARTICLE 8 LEAVES OF ABSENCE 8.10 Holiday Compensation 8.12.1 Sick Leave Usage (New) 8.13 Sick Leave Documentation 8.16 Compassionate Leave 8.19 Disaster Leave 8.20 Leaves of Absence Without Pay Reference Table 8.21.10 Dual Parent Employment	8.10 Full-time employees taking a regular work day off as a substitute for a holiday when not scheduled to work must take the day during the week before, the same week or the week after the holiday. 8.12 Sick leave can be used during the employee’s own illness, for medical or dental treatment, when disabled by pregnancy, for a child, spouse, domestic partner, parent. 8.13 Signed documentation required for each use of sick leave. 8.16 Compassionate leave up to 4 work days for death of certain family members. 8.19 CTO and vacation leave can be donated to employees who have lost work time due to a declared state of emergency. 8.20 Vacation and CTO must be exhausted before an unpaid leave for a non-sick FMLA/CFRA qualifying event. 8.21.10 Where both parents are County employees, only one 12 week leave for baby bonding or care of an ill parent maybe taken.	8.10 Employees can take a substitute holiday during the same week or within two weeks before or after the holiday. 8.12.1 Changes incorporate recent CA law allowing many new reasons for sick leave use, expanding the definitions of family and allowing use of sick leave in cases of domestic violence, sexual assault or stalking. Changes also made to correspond to language contained in FMLA, CFRA and PDL. 8.13 Employee will not be required to show medical certification for the first 48 hours of sick leave used provided the employer lacks reasonable suspicion of sick leave abuse. Only after 48 hours of sick leave in the annual period may an employee be required to supply medical certification. 8.16 Adds additional relationships to the definition; clarifies that such leave is available for instances of miscarriage or stillbirth; allows an additional day if travel of more than 300 miles is required; allows request to use additional 40 hours’ vacation time or CTO. 8.19 Extends the time in which donated leave can be used to one year after the termination of the proclaimed state of emergency; allows unused donated leave to be returned to donor. 8.20 Do not have to exhaust vacation and CTO before taking unpaid leave for a non-sick FMLA/CFRA qualifying event. 8.21.10 ELIMINATED; 12 week leave for baby bonding or care of an ill parent maybe taken by all County employees
ARTICLE 9 HEALTH & WELFARE BENEFITS FOR ACTIVE EMPLOYEES 9.2 Plans	Health plan coverage paid every two weeks. County offers County Health Plan PPO, County Health Plan EPO, and Kaiser HMO (\$10 co-pay).	Health plan coverage will be paid semi-monthly. County will offer at least 3 plans including an HMO with a \$10 co-pay plus a plan providing out-of-network provider coverage.

<p>ARTICLE 11 UNION RIGHTS AND SECURITY</p> <p>11.10 Notice of New Employees</p> <p>11.20 Bulletin Boards</p> <p>11.23 Steward Duties</p>	<p>11.10 County provides Union with names, addresses, class titles and work locations of new employees as requested.</p> <p>11.20 County furnishes bulletin boards in “mutually acceptable” areas. All material posted must be initialed by an authorized by a union representative.</p> <p>11.23 Steward duties other than grievance meetings and disciplinary proceedings may not be done on Stewards’ Duty Time.</p>	<p>11.10 County will provide new member report quarterly, including name, home address, home phone, date of hire, class title, job code department code, work site address, employee ID, base wage, and work email address.</p> <p>County will provide a monthly member report with the same information as above.</p> <p>11.20 County will furnish bulletin boards in all primary worksites of ESC Local 20 County employees and other mutually acceptable areas. Eliminate initials requirement.</p> <p>11.23 Steward duties “shall not interfere with the Stewards’ or other employees’ regular work assignments.”</p>
<p>ARTICLE 20 MISCELLANEOUS PROVISIONS</p> <p>20.2 Auto Direct Deposit</p> <p>20.4 Lyme Disease Testing</p> <p>20.6 Labor/Management Benefits and Advisory Committees (JLMBC)</p> <p>State of the Workforce (New)</p>	<p>20.2 County direct deposits participating employees’ paychecks.</p> <p>20.4 County reimburses any portion of a Lyme tests for an employee that isn’t paid by their health plan.</p> <p>20.6 ESC can have one member and/or the Field</p>	<p>20.2 County direct deposits all employee paychecks to designated financial institution; employees may request a printed check due to hardship or extenuating circumstances.</p> <p>20.4 Same, except for testing following exposure arising out of or occurring in the course of employment may be covered under Workers’ Comp.</p> <p>20.6 ESC can have two members plus the Field Rep</p> <p>NEW: County Administrator to meet with County labor groups in March of each year to discuss the “State of the Workforce.”</p>

