

## Web Posting Transmittal Sheet

Meeting Date: 6/24

✓	BU #	NAME OF UNIT
	6	Health and Welfare Supervisors <i>SHAPE</i>
X	10	Skilled Craft and Service Maintenance <i>Stationary Engineers, Local 39</i>
	3	Law Enforcement Employees
	4	Law Enforcement Supervisors <i>Deputy Sheriff's Association</i>
	12	Probation Employees
	15	Probation Supervisors <i>Probation Peace Officer Association</i>
	13	Correctional Officers <i>Sheriff's Custody Association</i>
	14	Correctional Supervisors <i>Teamsters, Local 856</i>
	17	Law Enforcement Management
	18	Law Enforcement Management <i>Law Enforcement Management Association</i>
	2	Nurses
	7	Regulatory, Technical and General Services
	9	Clerical Employees
	5	Health and Welfare Service Employees
	8	General Services Supervisors
	82	EH Nurses
	87	EH Regulatory, Technical, & General Services
	89	EH Clerical Employees
	90	EH Probation Employees <i>SEIU</i>
	1	Attorneys <i>Teamsters, Local 150</i>
	11	Psychiatrists, Physicians and Dentists <i>Union of American Physicians &amp; Dentists</i>
	16	Mid Management <i>AMMPS</i>
	19	Executive and Senior Management <i>Professional &amp; Technical Engineers, Local 21</i>

☒ County Proposal(s) to Union

☐ Union Proposal(s) to County

Proposal(s) attached.

10:05 AM

6/24/19

County **Counter Proposal** to Union Proposal #1

Date and Time: \_\_\_\_\_

**8.8** Qualified Applicators Certificate (QAC) Incentive Pay

Employees in the classes of Groundskeeper, Park Ranger, Park Ranger Assistant, Public Works Maintenance Worker, and Public Works Maintenance Worker (Senior) who possess a State of California Qualified Applicators Certificate, who are regularly assigned duties consistent with the use of such certification, and where there is departmental need for the possession of such certificate will receive a 1.5% pay differential for possession of such certificate upon departmental approval.

For incentive pay to continue, the employee must continuously maintain a valid certification.

**County:**

\_\_\_\_\_

Mark Love, Chief Spokesperson

Date: \_\_\_\_\_

**Union:**

\_\_\_\_\_

Charlie Solt, Chief Spokesperson

Date: \_\_\_\_\_

10:14 AM  
6/24/19

## County Counter Proposal to Union Proposal #7

Date and Time: \_\_\_\_\_

### 22.6 Joint Labor Management Committee on Custodial Workload

In order to improve labor management relations between custodial management and staff, the parties agree to convene a Joint Labor Management Committee. The committee shall sunset on the last day of the ~~2017-2019~~ 2019-2022 Memorandum of Understanding. The County and the Union shall each be entitled to a maximum of four (4) representatives. The County and the Union shall select their own representatives. The Union shall endeavor to select committee members from different worksites. Management reserves the right to deny release requests for committee members to attend based on operational needs. Upon mutual agreement, subject matter experts may be invited to attend the meetings. Committee members and employee subject matter experts shall serve without loss of compensation during the committee members' and employee subject matter experts' regularly scheduled work hours.

The Committee shall meet at a minimum of at least once per quarter, unless waived/cancelled by mutual agreement. The parties shall endeavor to agree on an agenda for each meeting at least one week in advance.

The committee shall discuss and make recommendations on the following custodial matters:

1. Workload
2. Staffing
3. Training
4. Rotation of Assignments
5. Shift Changes

Any recommendations for changes within the scope of representation will be referred to the formal meet and confer process at the union's request.

The purpose of the committee is to provide a forum for information-sharing, identification of issues requiring resolution and review of workplace developments.

This article is advisory only. The Committee will not discuss issues related to discipline, grievances, individual performance issues or current negotiations.

**County:**

\_\_\_\_\_

Mark Love, Chief Spokesperson

Date: \_\_\_\_\_

**Union:**

\_\_\_\_\_

Charlie Solt, Chief Spokesperson

Date: \_\_\_\_\_