

**IFPTE Local 21, Unit 6 (SHAPE)**  
**2022 Contract Negotiations – Solano County**  
**Union Comprehensive Response #2**  
**Date Presented: 9/7/22**

**COVID Essential Worker Relief Payment - New Side Letter - UP 1**

The Union maintains its proposal for a one time essential worker stipend of \$3000 to be paid during the first full pay period following implementation of the MOU. The Union withdrew its proposal to provide an Administrative Leave option on 9/1.

**Lump Sum Payment for Early Settlement - New Side Letter - Union Counter 1**

The Union continues to reject the concept of conditioning one-time monies on early settlement of the contract. The proposed deadline is unrealistic and the timeline should be eliminated. Although our goal is to reach an agreement before expiration, the Union does not have full control over the timeline. The proposed one-time lump sum payment amount should only be conditional on full agreement and ratification of a successor contract. Alternatively, the proposed amount should be reallocated towards proposed recruitment/retention lump sum incentives.

**Term - Section 2 - UP 2**

Union maintains 7/14 proposal for a three year agreement ending September 30, 2025.

**Joint Labor Management Benefits Committee - New Section – UP 5**

*Proposal Dated 9/1:*

The County shall notify the Union whenever it is considering or becomes aware of a change in benefit plan options, plan design, or plan administration (examples: dental insurance, vision insurance, commuter benefits, employee assistance program, deferred compensation). The County shall notify the Union before soliciting proposals for possible changes in employee benefits.

**Holidays - Section 14 - UP 9**

The Union maintains its proposal dated 9/1 to add Juneteenth to the list of recognized holidays (+1 holiday).

**Cost of Living Adjustments – Appendix B – UP 10**

**New Proposal (Union Counter)**

The Union counters the County's proposal as follows:

- Effective October 22, 2022, wages shall be increased by seven percent (7%)
- Effective October 1, 2023, wages shall be increased by seven percent (7%)
- Effective October 1, 2024, wages shall be increased by five percent (5%)

**Longevity Compensation – Section 5.9 – UP 11**

**New Proposal**

The Union maintains its proposal to add an additional two and a half percent (2.5%) longevity step at fifteen years of service. The Union withdraws its proposal for longevity reciprocity.

**Deferred Compensation – Section 6.3 – UP 13**

**New Proposal in Response to County Counter on 9/1.**

The Union proposes to increase the deferred compensation match to \$75 per pay period effective with the first full pay period in January 2023.

**Technology Allowance – New Section – UP 14**

**Proposal Withdrawn**

The Union withdraws its proposal to create a technology allowance.

**Tuition Reimbursement – Section 6.12 – UP 15**

The Union presented a counter proposal on 8/24.

**Administrative Leave Rollover – Section 20.3 – UP 16**

The Union maintains its proposal dated 8/4.

**Business Expense Benefit – New Section - UP 17**

The Union maintains its proposal dated 8/4.

**Classification Studies – New Side Letter – UP 19**

*Union Counter dated 9/1*

The Union counters to include a contract reopener on the subject of comparable counties and cities. The contract reopener shall begin no later than October 2023. Both parties shall be entitled to make proposals and negotiate the list of comparable cities and counties. MMBA impasse procedures shall apply.

**Equity Adjustments – Appendix B – UP 20**

The Union maintains its proposal dated 8/11.

**Recruitment & Retention Incentive Program – New Side Letter – UP 21**

The Union maintains its proposal dated 8/11.

**Vacation Accruals – Section 8 – UP 23**

The Union maintains its proposal dated 8/11.

**Sick Leave for School Closures – Section 3.1 – UP 24**

The Union maintains its proposal dated 8/11.

**Retiree Healthcare – Section 6.2 – UP 25**

**New Proposal**

The Union revises its proposal as follows:

Effective January 1, 2023, the County shall contribute five hundred dollars per month (\$500/mo) towards an employee's healthcare costs in retirement if an employee has reached a total of fifteen (15) years of service and retires from Solano County. Said contribution shall continue until an employee reaches Medicare retirement age.

**Parity Clause - New Side Letter - UP 26**

The Union maintains its proposal dated 8/11.

**UNION PROPOSALS AWAITING RESPONSE:**

Administrative Leave Rollover (UP 16)  
Healthcare (UP 12)  
Work Out of Class (UP 6)  
Assignment Pay (UP 22)

**TENTATIVE AGREEMENTS:**

New Employee Orientation (TA on 9/1)  
Bereavement Leave - Section 12 (TA on 9/1)  
Maternity Leave (TA on 9/1)  
Names & Classes of Represented Employees (TA on 8/24)  
Vacation Cash Out (TA on 8/4)  
Salary on Reemployment (TA on 8/4)