

Teamsters Local 150 and County of Solano – Bargaining Unit 1 – Second Proposal  
9/12/2022

Teamsters Local 150 provides this Second Proposal with the understanding that the Union may modify, add, withdraw and/or amend this Proposal up to and until a final Memorandum of Understanding (MOU) is ratified by the members.

This Second Proposal is done in track changes for ease of review and Article Titles which are highlighted in green signify Articles that the Union does not anticipate any changes to the current MOU at this time or ones that the parties have TA'd, and Article Titles highlighted in yellow signify Articles that the Union is seeking changes.

Below is an Index of the Articles in which the Union is seeking modifications at this time

ARTICLE	PROPOSED CHANGE
Article 3 – Union Security and Rights	<p>Delete section 3.5 Programming Fee;  Obsolete in Union’s view</p> <p>TA – County agreed at 8.24.2022 to delete</p>
Article 5 – Salaries	<p>Wage Proposal:</p> <p>Union seeks COLAs of 4%/4%/4% and Equity Adjustment each year of 11%/3.5%/3.5%. The 18% equity adjustment over 3 years is lower than what it would take to bring us to the Bay Area Salary Average. With the COLAs and Equity Adjustments the total we are seeking is 15%/7.5%/7.5% as follows:</p> <ol style="list-style-type: none"> <li>1. 15% upon adoption</li> <li>2. 7.5% 10/22/23 (first day of pay period)</li> <li>3. 7.5% 10/20/24 (first day of pay period)</li> </ol> <p>No formal change on our proposal – County did not make any equity proposal and COLA of 4/4/4 is more than reasonable. Union reserves the right to seek higher COLA, which is reasonable given current inflation, and if provided by the County to other units (or through a me-too agreement). Union is also open to discuss the possibility of basing year 1 equity adjustments (and potentially some of year 2) on Solano’s jurisdictions, for no less than an 8% equity bump, given that our data shows we are approximately 5.5-6% behind those jurisdictions and up to 8.5% when including health and welfare data. Such an approach would work if we are assured that the County will work with us to come</p>

	<p>up with appropriate Bay Area markets to determine further equity increases in years 2 and 3.</p>
Article 5 – Salaries	<p>Modify 5.3 – Agree to modify 5.3 that after 2 years should come back at same step or higher – not lower step; also if come back after 180 days you retain seniority</p> <p>Modify 5.4 Merit increases to Step Increases and make Step increases the same for all bargaining unit members</p> <p>County asked questions re these proposals at 8.24.2022 session; looking forward to response at next session. Union did clarify what is major discipline to be consistent with Article 18.</p>
Article 5 – Salaries	<p>Modify 5.7 to Promotions based on established benchmarks related to time spent in Class and type of cases being handled **this is a work in progress and Union is open to discussion on this</p> <p>Union is holding on this at this point and re-proposing that the parties work together on appropriate benchmarks.</p>
Article 5 – Salaries	<p>Modify 5.9 Longevity Pay to 2.5% increase in years 5, 10, 15, 20, 25 and 30; deleting year 35</p> <p>County rejected proposal no counter – Union maintains/re-proposes its proposal as Union contends that improvements in Longevity Pay will help with retention.</p>
Article 6 – Benefits	<p>Modify 6.3 to increase County contribution from 75% to 85%</p> <p>No formal response by County – Union maintains proposal.</p>
Article 6 – Benefits	<p>Modify 6.3 to increase County contribution to Cafeteria Plan for employee plus two or more</p>

	<p>dependents from \$50.00 to \$100.00 to offset high family costs of medical</p> <p>County did not formally reject or counter – Union maintains same proposal.</p>
Article 6 – Benefits	<p>6.7 Deferred Comp. Increase County match from \$5.00 to \$50.00 – TA County response at \$25.00.</p> <p><del>Hold on 6.10 – Retirement Plan – no expected changes.</del></p> <p>Union is confirming we are not seeking any further modifications to Retirement Benefits and Union agrees to raising deferred comp to \$25.00 per the County’s counter on 8.24.2022. Thus TA on that issue.</p>
Article 8 – Incentives and Differentials	<p>Modify 8.1 to increase bilingual pay to \$110.00 per pay period – County rejected bilingual pay at \$110, Union is modifying offer to \$75.00 per pay period as Union sees value in incentivizing having more bilingual attorneys.</p>
Article 8 – Incentives and Differentials	<p>Modify 8.2 to increase standby rate to applicable minimum wage; also seek discussion on response in person or by phone</p> <p>Union will withdraw this proposal; and will not be presenting any corresponding proposal for DA’s office either.</p>
Article 9 – Vacation	<p>Union is clarifying its Proposal: Seeking to give all employees an additional week of vacation and to relax pay out rules. From 0-78 you earn 4.62 hours pp which equals 3 weeks per year and you can accrue up to 200 hours or 5 weeks; 79-260 you earn 6.16 pp hours which equals 4 weeks per year and you can accrue up to 280 hours or 7 weeks; over 260 pay periods you earn 7.69 hours pp which</p>

	<p>equals to 200 hours or 5 weeks per year and you can accrue up to 360 hours or 9 weeks.</p>
Article 14 – Holidays	<p>Add to 14.2 two holidays:</p> <p>Juneteenth Cesar Chavez Day</p> <p>County sought clarification on this proposal at last session – Union will await County response.</p>
Article 16 – Layoff	<p>Adjust to do layoffs by seniority – Union is maintaining prior offer and re-proposes that layoffs are conducted by seniority.</p>
Article 20 – Hours of Work	<p>Add to Article 20 greater Working for Home opportunities as follows:</p> <p>The parties agree, given the high demands of the employees’ duties, employees shall be allowed to telework as much as possible taking into account their professional obligations and reasonable office needs. The parties agree that, at a minimum, all efforts will be made to add one (1) additional telework day for all represented employees. In order to effectuate this agreement the parties will convene Joint Labor Management committees for each office (PD and DA) and agree to a policy to effectuate this agreement within ninety (90) days of adoption of this Memorandum of Understanding by the County Board of Supervisors.</p> <p>Additionally, recognizing the professional demands faced by represented employees, employees shall be allowed to leave the office and work from home once they finish all professional obligations. This agreement will also be effectuated by policy through the above JLM</p>

	<p>County rejected at 8.24.2022 session; Union will re-propose/maintain as life/work balance issues are key to addressing morale issues and prevent further attrition.</p>
<p>Wages</p>	<p>In addition to the wage proposal above, the Union seeks adjustment to the DDA I and DPD I wages that we believe should be made prior to any across the board increases as those entry level salaries are way too low for the market and for any possible recruitment and retention of new attorneys. Since there are only 7 individuals in that classification, the Union does not see this as a major economic request but a necessary request.</p> <p>To be clear - The current difference between DDA/PD I and DDA/PD II is 26% whereas the difference between the other classes (DDA/PD II - DDA/PD III, DDA/PD III - DDA/PD IV, DDA/PD IV - DDA/PD V) is 13%.</p> <p>This proposal is seeking to have the DDA/PD I 13% behind DDA/PD II.</p> <p>The proposed new wages, prior to wage adjustments, for DDA I and DPD I's are below, which would need to be adjusted once we get an agreement on wages.</p>

Step	Hourly	Biweekly	Monthly	Annual
1	45.239372	3,619.15	7,841.49	94,097.89
2	47.501308	3,800.10	8,233.56	98,802.72
3	49.876579	3,990.13	8,645.27	103,743.29
4	52.370237	4,189.62	9,077.51	108,930.09
5	54.989075	4,399.13	9,531.44	114,377.28

