

Teamsters Local 150 and County of Solano – Bargaining Unit 1 – Second Proposal  
Fourth Proposal – 9.26.2022

Teamsters Local 150 provides this Fourth Proposal as set forth in the accompanying 9.26.2022 letter, 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.

Below is an Index of the Articles in which the Union is seeking modifications at this time as explained in the accompanying letter. I have highlighted TAs in Green and open/action items in Yellow.

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> <ol style="list-style-type: none"> <li>1. COLA – we have agreed to 4% in year 1, 4% in year 2, and 3% in year 3 (spread out throughout the year at 1%/1%/1% as offered by the County) with Pay Parity (counter/clarification attached).</li> <li>2. Equity adjustment – As noted above, we are compromising on our prior equity proposal of 14% as follows: 5.5% in year 1 (the largest increase is needed in Year 1 to help remedy the issues facing the unit), 3% in year 2, and another 2% in year 3 (spread out throughout year 3 as follows: TBD – see below/1%/1%) for a total equity adjustment of 10.5%.</li> </ol>
Article 5 – Salaries	<p>Modify 5.3 – Counter provided on 9.26.2022;</p> <p>Modify 5.4 Merit increases to Step Increases and make Step increases the same for all bargaining unit members – Union is prepared to withdraw this proposal if we reach an agreement per 9.26.2022 letter.</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; As discussed at the table, the Union has modified this proposal for an agreement that the parties convene a Joint Labor Management Committee to see if any agreements can be reached to establish benchmarks.</p>

<p>Article 5 – Salaries</p>	<p>As noted in the accompanying letter – the Union has a modified Longevity Pay proposal:</p> <p>Unit 1 offers to remove the 2.5% increases in Years 30 and 35 for an increase of 2.5% in year 5 to help with retention; If there an agreement on longevity pay we will agree to remove 1% from the equity adjustment set forth above for a total equity adjustment of 9.5% instead of 10.5%. If helpful, we are also willing to add this to the Contract as a form of incentive pay to be paid to Unit 1 attorneys who have worked for the County for five (5) years and have completed homicide training certification or any other training certification that management sees as appropriate.</p>
<p>Article 6 – Benefits</p>	<p>Modify 6.3 to increase County contribution from 75% to 85%</p> <p>Union is prepared to withdraw this proposal if we reach an agreement per 9.26.2022 letter.</p>
<p>Article 6 – Benefits</p>	<p>Modify 6.3 to increase County contribution to Cafeteria Plan for employee plus two or more dependents from \$50.00 to \$100.00 to offset high family costs of medical</p> <p>The Union will accept the County’s offer to continue the \$50.00 offset for the life of the MOU and withdraw its request to increase the offer.</p>
<p>Article 6 – Benefits</p>	<p>6.7 Deferred Comp. Increase County match – <b>TA reached.</b></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.</p>

Article 8 – Incentives and Differentials	Modify 8.1 to increase bilingual pay to \$110.00 per pay period – <b>TA reached.</b>
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><b>Union will withdraw this proposal; and will not be presenting any corresponding proposal for DA’s office either.</b></p>
Article 9 – Vacation	<b>Union is prepared to withdraw this proposal if we reach an agreement per 9.26.2022 letter.</b>
Article 14 – Holidays	<b>Union is prepared to withdraw this proposal if we reach an agreement per 9.26.2022 letter.</b>
Article 16 – Layoff	<b>Union is prepared to withdraw this proposal if we reach an agreement per 9.26.2022 letter.</b>
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</p>

	<p>agreement will also be effectuated by policy through the above JLM</p> <p>As discussed at the table, the Union has modified the above proposal for an agreement that the parties convene a Joint Labor Management Committee by December 2023 to see if any agreements can be reached to the working from home policies.</p>
Wages	<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