

IFPTE Local 21, Unit 19 (Executive & Senior Management)
2022 Contract Negotiations – Solano County
Union Comprehensive Response #5
Date Presented: 10/13/22

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 – Tentative Agreement

Holidays - Section 14 - UP 9

Unit 19 restates that it is open to consolidating the two holidays in February into President's Day (3rd Monday in February) in exchange for adding Juneteenth to the list of recognized holidays.

Cost of Living Adjustments – Appendix B – UP 10

New Proposal

The Union presents the following counter proposal:

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

Cafeteria Plan (Healthcare) – UP 12

New Proposal/Counter

The Union proposes:

Effective January 1, 2023, the County's contribution to the cafeteria plan shall be increased to eighty-five percent (85%) of the annual PEHMCA Region 1 Kaiser Permanente family rate. Also effective January 1, 2023, the County's contribution for employees enrolled in "single" or "single plus one" tiers shall be set at eighty percent (80%) of the annual PEHMCA Region 1 Kaiser Permanente family rate.

Deferred Compensation – Section 6.3 – UP 13

@ 4:19 pm
10/13/22

The Union maintains its 9/7 counter proposal to increase the deferred compensation match to \$75 per pay period effective with the first full pay period in January 2023.

Tuition Reimbursement – Section 6.12 – UP 15

The Union presented a counter proposal on 8/24 to include a student loan repayment option at the current benefit level (\$2000/year).

Classification Studies – New Side Letter – UP 19 – Tentative Agreement
Tentative Agreement

The Union agrees to the County's 10/6 counter proposal.

Equity Adjustments – Appendix B – UP 20

The Union maintains its proposal dated 8/11.

Assignment Pay – New Section – UP 22

The Union maintains its proposal to incorporate Assignment Pay into the MOU.

CWS Emergency Response Differential – New Section – UP 25

The Union maintains its proposal dated 8/11.

Compaction Adjustments – Appendix B – UP 26

The Union maintains its proposal dated 8/11 to adjust bargaining unit classifications to ensure a minimum of ten percent (10%) salary differential above subordinate classifications.

Emergency Response Compensation – UP 27

The Union maintains its counter proposal dated 9/22

Parity Clause - New Side Letter - UP 29

The Union maintains its proposal dated 8/11.

UNION PROPOSALS AWAITING RESPONSE:

Standby Pay

TENTATIVE AGREEMENTS:

Compensation Studies (TA on 10/13)
Joint Labor Management Committee (TA on 10/13)
Leave Contribution Program (TA on 10/3)
Salary Upon Reemployment (TA on 10/3)
Military Leave of Absence (TA on 9/15)
Grievance Procedure (TA on 9/15)
New Employee Orientation (TA on 9/1)
Bereavement Leave - Section 12 (TA on 9/1)
Pregnancy Disability Leave (TA on 9/1)
Names & Classes of Represented Employees (TA on 8/24)
Salary on Reemployment (TA on 8/4)

Proposals Withdrawn:

Technology Allowance (withdrawn 9/7)
Mental Health Recruitment Incentive (withdrawn 9/26)
Recruitment & Retention Incentive Program (withdrawn 9/26)
UP 26 - Retiree Healthcare (withdrawn 10/2)

