

Web Posting Transmittal Sheet

Meeting Date: 1/18/19

✓	BU #	NAME OF UNIT
	6	Health and Welfare Supervisors <i>SHAPE</i>
	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>
X	11	Psychiatrists, Physicians and Dentists <i>Union of American Physicians & Dentists</i>
	16	Mid Management <i>AMMPS</i>
	19	Executive and Senior Management <i>Professional & Technical Engineers, Local 21</i>

County Proposal(s) to Union

Union Proposal(s) to County

Proposal(s) attached.

Term: Three (3) years effective October 24, 2019.

Salaries and Salary Schedule (Appendix B): Effective November 3, 2019 all classifications represented by UAPD shall be increased by 4%.

Effective November 3, 2019 Step 5 of the salary schedule (including the 4% increase above) shall become Step 1 of the new salary schedule. The salary schedule shall contain a total of 5 Steps for each classification listed in Appendix B. Step 2 shall be five percent (5%) higher than Step 1. Step 3 shall be five percent (5%) higher than Step 2. Step 4 shall be five percent (5%) higher than Step 3. Step 5 shall be five percent (5%) higher than Step 4.

Effective November 3, 2019, any employee with one or more years of County service as of November 2, 2019 shall be placed one step below their current salary step as of on the New Salary Schedule (e.g. An employee with 1 year of County Service currently at Step 3 shall be placed at Step 2 of the New Salary Schedule). Any Employee with less than 1 year of County service as of November 2, 2019 shall be placed at Step 3 of the New Salary Schedule (e.g. Employee with 6 months of County service currently at step 5 of the old Salary Schedule shall be placed at Step 3 of the New Salary Schedule).

Effective 26 pay periods following November 3, 2019, all salaries for classifications listed in Appendix B shall be increased by 4%.

Effective 52 pay periods following November 3, 2019, all salaries for classifications listed in Appendix B shall be increased by 4%.

UAPD is in agreement with Clean-up County Proposal dated 4/1/2019.

6.6 Life Insurance

Regular or limited-term full-time employees are eligible for life insurance coverage and accidental death and dismemberment insurance for the employee beginning the first of the month following appointment with the County.

The basic life insurance policy and the accidental death and dismemberment insurance policy are each valued at one and one-half (1 1/2) times the employee's annualized monthly wage valued up to the next thousand dollars (e.g., if annualized wage equals \$21,100 then life insurance policy is valued at \$32,000 (1.5 x 21,100 = 31,650 rounded up) to a maximum policy of three hundred fifty thousand dollars (\$350,000). An employee may purchase supplemental life insurance under costs, terms and conditions specified by the insurance plan provider.

The County pays one hundred percent (100%) of the life insurance premium on behalf of each regular or limited-term full-time employee and his/her eligible dependents. The County will pay a pro-rated amount of the full-time premium for regular or limited-term part-time employees in proportion to the relationship their basic workweek bears to forty (40) hours.

The County shall maintain the existing life insurance benefits throughout the term of this Agreement. However, it is understood that insurance plan providers from time to time mandate changes in benefits and the County has no responsibility for replacement of benefits which may be eliminated or modified by any plan provider.

The County reserves the right to provide additional life insurance plans.

14. Holidays

“Me Too” with SEIU bargaining units

20.3 Overtime

~~Employees represented under this collective bargaining agreement are exempt from overtime as provided under the federal Fair Labor Standards Act (FLSA).~~

Employees who are pre-authorized by the appointing authority or designee to work additional ~~time~~ **hours** during their non-regularly scheduled work hours **shall be paid for each additional hour, or fraction thereof, at their regular hourly rate.** will be allowed to have their regular work schedule adjusted, prior to the additional time worked.

22.3 Contracting Out

~~In the event the County was to consider contracting out work to fill a regular full-time or part-time position that would displace any County employee in bargaining Unit #11, the Union of American Physicians and Dentists would be notified. If requested by the Union, the County will meet and confer over the impact of contracting out and its affects on the terms and conditions of employment for Unit #11 members. The County will also work with UAPD to identify qualified applicants in the recruitment process before resorting to the use of private contractors to fill regular full-time and part-time positions.~~

The County shall comply with AB5 of 2019. The County shall not contract out any services that are similar to those services provided by UAPD represented County employees. All contract physicians, psychiatrists, and dentists shall become employees of the County and shall be included in the UAPD Bargaining Unit.