

Web Posting Transmittal Sheet

Meeting Date: 10/2/19

✓	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.

1:51 pm

3. UNION SECURITY AND RIGHTS

3.7 Exclusion of Employees

Management, Supervisory and confidential employees shall not be subject to this ~~Agency Shop~~ Agreement.

6. BENEFITS

6.3 Cafeteria Plan

A.

Effective for coverage beginning January 1, ~~2017~~2020, the County's contribution to the cafeteria plan shall be set at seventy-five percent (75%) of the ~~2017~~ 2019 PEMHCA Bay Area Kaiser Permanente family rate minus the PEMHCA MEC.

Effective with the coverage effective January 1, ~~2018~~2021, the County's contribution toward the health plan, as historically administered, shall be set at seventy-five percent (75%) of the ~~2018~~ PEMHCA Bay Area Kaiser Permanente family rate minus the PEMHCA MEC. 2021

Effective with the coverage effective January 1, ~~2019~~2022, the County's contribution toward the health plan, as historically administered, shall be set at seventy-five percent (75%) of the ~~2019~~ PEMHCA Bay Area Kaiser Permanente family rate minus the PEMHCA MEC. 2022

Additionally, with the pay period that includes the later of October 24, ~~8, 2017~~ 2019 or the beginning of the first pay period following adoption of the ~~2017~~ 2019 collective bargaining agreement, an employee enrolled in PEMHCA for "employee plus two or more dependents" shall receive a County contribution of fifty dollars (\$50.00) per month into the Cafeteria Plan. Said employee may use this County contribution for health insurance premium conversion, health care reimbursement account, and/or dependent care reimbursement account. In the absence of a cafeteria plan election form, the County contribution shall be used for health insurance premium conversion. The County contribution shall sunset at the end of the pay period which includes the expiration of the ~~2017-2019~~ collective bargaining agreement. 2019-2022

- B. An employee may use the County's contribution to the cafeteria plan toward the medical insurance plan for which s/he has elected to enroll.

An employee who has unused (unspent) cafeteria plan contributions shall retain those contributions as additional earnings (wages), but only to a maximum of \$334.58 per month.

- A. An employee who waives health insurance because the employee demonstrates to the County that s/he has alternate health insurance coverage shall receive \$500.00 per month minus the PEMHCA MEC.
- B. A regular part-time or limited term part-time employee shall receive a pro-rata amount of the total sum of the PEMHCA MEC and the cafeteria plan contribution of the full-time employee in proportion to the relationship their basic workweek bears to forty hours. That total amount shall first be allocated to the PEMHCA MEC and any remaining employer contribution shall then be allocated to the cafeteria plan.
- C. Health Care Reimbursement Account: During an annual open enrollment period (normally November), an employee may elect to enter into a salary reduction agreement with the County whereby the County will direct the amount of the salary reduction on a pre-tax basis into the employee's Health Care Reimbursement Account ("HCRA"). The employee's election is irrevocable until the next open enrollment period, except on the occurrence of a qualifying event specified in the County's Plan Document. The employee will forfeit all unused funds remaining in his/her HCRA at the end of the plan year or at the end of the grace period, if any, allowed under the County's Plan Document, whichever is later. During the period allowed under the Plan Document, the employee may use the funds in his/her HCRA to obtain reimbursement for otherwise unreimbursed eligible medical expenses.
- F. Dependent Care Reimbursement Account: During an annual open enrollment period (normally November), an employee may elect to enter into a salary reduction agreement whereby the County will direct the amount of the salary reduction on a pre-tax basis into the employee's Dependent Care Reimbursement Account ("DCRA"). The employee's election is irrevocable until the next open enrollment period, except on the occurrence of a qualifying event specified in the County's Plan Document. The employee will forfeit all unused funds in his/her DCRA at the end of the plan year or at the end of the grace period, if any, allowed under the County's Plan Document, whichever is later. During the period allowed under the Plan Document, the employee may use the funds in his/her DCRA to obtain reimbursement of eligible dependent care expenses.

20. HOURS OF WORK AND OVERTIME

20.1 Hours of Work

A. Workday

Except as may be otherwise provided by order of the Board of Supervisors, eight (8) **or ten (10)** hours of work shall constitute a day's work for all permanent full-time employees. The lunch period shall not be considered part of the eight (8) **or ten (10)** hours of work, except in twenty-four (24) hour facilities where the employee continues to work during the lunch period.

B. Workweek

Except as may be otherwise provided, the official workweek shall be forty (40) hours of work in any seven (7) consecutive calendar days. The workweek schedule shall normally consist of five (5) workdays of eight (8) hours work each. However, department heads may establish workweek schedules, which differ from the normal schedule, upon recommendation of the County Administrator and approval by the Board of Supervisors. It shall be the duty of each department head to arrange the work of his/her department so that each employee therein shall work not more than forty (40) hours in any workweek; except, that a department head may require any employee of his/her department to temporarily perform service in excess of forty (40) hours when public necessity or convenience so requires. **The minimum FTE available to Unit 11 employees is .2 FTE.**

1. Before any change to the Unit #11 Clinic's Staff schedules, including establishing evenings and weekend hours for the Fairfield and Vallejo Clinics, the County will request a meet and confer with Unit #11, UAPD, on the impact on the terms and conditions of their employment.
2. Unit #11 employees assigned to fixed work schedules, shall have a specified starting and ending time to their work shift. Except in cases of emergency, employees shall be provided at least seven (7) calendar days notice prior to a change in their work schedule. On the mutual agreement of the employee and the Department, employees schedules may be modified without the seven (7) day notice requirement.

Side Letters: Only extend Student Loan Repayment Program