

SEIU Local 1021 Solano County

Union Proposal (ALL UNITS) #15

Date:

Time:

EXTREME TEMPERATURE PROCEDURES INDOORS:

Monitoring of the Temperature

1. The County and the Union acknowledge the vital importance of maintaining proper temperatures at worksites to minimize physical discomfort and promote a healthy working environment. To measure the Temperature Humidity Index (THI) the county and the union will agree on a THI indicator which will measure both temperature and humidity. The THI indicator will be placed in the warmest part of each site in which represented employees work.
 - a. In locations with multiple floors or segregated areas which are ventilated by different air conditioning units, THI indicators will be placed in areas serviced by each air conditioning unit.
 - b. For the purposes of the installation of the THI Indicator, the warmest area in each building zone shall be determined by a committee including the site manager/department head, a representative of Local 1021, and a representative of the Facilities Office for that location.

2. The County will maintain ambient interior temperature within 68° to 76° Fahrenheit and humidity below 40%. A staff member designated by Local 1021 in each unit shall be assigned the responsibility of inspecting the THI indicator and of reporting any reading of 80° and 40% humidity to the supervisor in charge of the County building. Upon the report of a reading of 80° and 40% humidity, the steps noted in the section below shall be taken.

Procedures in Extreme Heat

1. In any worksite when the THI indicator reaches 76° and 40% humidity or above for two or more consecutive hours, the staff member in charge shall notify the appropriate department head or their designee. The staff will begin closing procedures immediately upon notifying the department head or designee. The worksite may reopen when the worksite's temperature returns to the acceptable range defined in "Monitoring of the Temperature."
 - a. If the worksite is scheduled to be closed within two hours of reporting, the employees will be released without loss of time or pay in accordance with the employee's professional status.
 - b. If the worksite is scheduled to be closed in over two hours of reporting, all scheduled staff who can perform their duties remotely will finish their workday by teleworking. All other scheduled staff will be reassigned to another worksite.
 - c. Those essential employees who continue working in an affected worksite which are prohibited from closure, such as those in 24-hour facilities, will receive compensatory time on a time and a half basis.
 - d. Staff members may be reassigned to other locations on succeeding days if the emergency continues.
 - e. Solano County will replace THI Indicators every three (3) years or as needed.

Procedures in Extreme Cold

2. In any worksite when the THI indicator drops to below 68 degrees for two or more consecutive hours, the staff member in charge shall notify the appropriate department head or their designee. The staff will begin closing procedures immediately upon notifying the department head or designee. The worksite may reopen when the worksite's temperature returns to the acceptable range defined in "Monitoring of the Temperature."
 - a. If the worksite is scheduled to be closed within two hours of reporting, the employees will be released without loss of time or pay in accordance with the employee's professional status.
 - b. If the worksite is scheduled to be closed in over two hours of reporting, all scheduled staff who can perform their duties remotely will finish their workday by teleworking. All other scheduled staff will be reassigned to another worksite.
 - c. Those essential employees who continue working in an affected worksite which are prohibited from closure, such as those in 24-hour facilities, will receive compensatory time on a time and a half basis.

- d. Staff members may be reassigned to other locations on succeeding days if the emergency continues.
- e. Solano County will replace THI Indicators every three (3) years or as needed.

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