

IFPTE Local 21, Unit 6 (SHAPE)
2022 Contract Negotiations – Solano County
Union Comprehensive Response #3
Date Presented: 9/28/22

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

Proposal Accepted

The Union accepts the County's counter proposal dated 9/7 to incorporate language regarding potential changes to employee benefits in the existing section on the Labor Management Committee.

Holidays - Section 14 - UP 9

The Union maintains its proposal dated 9/1 to add Juneteenth to the list of recognized holidays (+1 holiday).

Cost of Living Adjustments – Appendix B – UP 10

Union Proposal Dated 9/7

The Union counters the County's proposal as follows:

- Effective October 22, 2022, wages shall be increased by seven percent (7%)
- Effective October 1, 2023, wages shall be increased by seven percent (7%)
- Effective October 1, 2024, wages shall be increased by five percent (5%)

Longevity Compensation – Section 5.9 – UP 11

New Proposal (Attached)

The Union modifies its proposal dated 8/4 by withdrawing its proposal for longevity reciprocity. However, the Union maintains its proposal to add an additional longevity step of two and one-half percent (2.5%) at fifteen (15) years of service.

Cafeteria Plan (Healthcare) – UP 12

New Proposal/Counter (Attached)

The Union modifies its proposal to increase the County's annual contribution to eighty-five percent

(85%) effective January 1, 2023. Full proposal attached.

Deferred Compensation – Section 6.3 – UP 13

Union Counter Dated 9/1

The Union proposes 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.

Administrative Leave Rollover – Section 20.3 – UP 16

The Union maintains its proposal dated 8/4 and is still consulting impacting employees.

Business Expense Benefit – New Section - UP 17

The Union maintains its proposal dated 8/4.

Classification Studies – New Side Letter – UP 19

Union Counter dated 9/1

The Union counters to include a contract reopener on the subject of comparable counties and cities. The contract reopener shall begin no later than October 2023. Both parties shall be entitled to make proposals and negotiate the list of comparable cities and counties. MMBA impasse procedures shall apply.

Equity Adjustments – Appendix B – UP 20

The Union maintains its proposal dated 8/11.

Recruitment & Retention Incentive Program – New Side Letter – UP 21 – **Withdrawn**

Proposal Withdrawn

The Union withdraws its proposal dated 8/11.

Assignment Pay – New Section – UP 22

The Union maintains its proposal to incorporate the County's existing Assignment Pay program into the MOU.

Vacation Accruals – Section 8 – UP 23

The Union maintains its proposal dated 8/11.

Sick Leave for School Closures – Section 3.1 – UP 24

The Union maintains its proposal dated 8/11.

Retiree Healthcare – Section 6.2 – UP 25

Revised Proposal Dated 9/7

Effective January 1, 2023, the County shall contribute five hundred dollars per month (\$500/mo) towards an employee's healthcare costs in retirement if an employee has reached a total of fifteen (15) years of service and retires from Solano County. Said contribution shall continue until an employee reaches Medicare retirement age.

Parity Clause - New Side Letter - UP 26

The Union maintains its proposal dated 8/11.

UNION PROPOSALS AWAITING RESPONSE:

Work Out of Class (UP 6)

PROPOSALS WITHDRAWN:

Technology Allowance (withdrawn 9/7)

TENTATIVE AGREEMENTS:

Labor Management Committee (TA on 9/28)

New Employee Orientation (TA on 9/1)

Bereavement Leave - Section 12 (TA on 9/1)

Maternity Leave (TA on 9/1)

Names & Classes of Represented Employees (TA on 8/24)

Vacation Cash Out (TA on 8/4)

Salary on Reemployment (TA on 8/4)