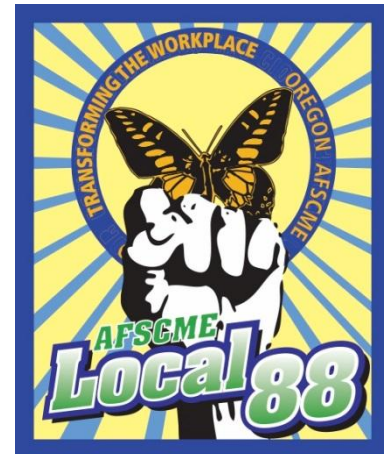


2017 Bargaining Goals

Local 88 Bargaining Team:

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Syreeta Gill	Josefa Gonzalez
Jason Heilbrun	Nicole Rose
Grant Swanson	Jackie Tate
Nick Tipton	Percy Winters Jr.
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Core Economics

- **COLAs:** In addition to using the CPI-W we want to add a housing cost component to the COLA to provide equity and reduce disparity for lower paid members.
- **Classification Issues:** Work Out of Class language not just based off of performing the majority of principal duties of higher class but also covers a substantial amount of time doing one or more of the distinguishing duties.
- **Vacation Accrual Rate & Cap:** Seek equity with management and unrepresented staff.

Core Economics

continued

- **Insurance Premium:** Increase the Moda Platinum premium to 95% and maintain County subsidy on other plans. Improve calculation methodology for higher premium subsidy for part-timers that occasionally or frequently over 30-32 hours.
- **Contracting Out:** Discourage contracting out by not allowing the County to outsource for the purpose of paying a contractor lower wages and benefits. For all labor services contracts – County should require a minimum of \$15/hour for workers.

Differentials/OT/Premium Pay

- **Distribution of OT:** Clear rules for OT distribution posted in all work units that regularly offer OT. Part-time employees receive OT after regular work day if they are required to work OT in consideration of Article 14.IV.C.2
- **Lead Pay and Assignments:** Lead assignments reviewed annually but posted a minimum of every three years. Lead premium for any classification not listed as no lower than 5%. County will bargaining upon request from the union regarding new lead premium one year following implementation.
- **Rules on Double Time:** Clear definitions of the second and third day of rest in relationship to the FLSA work week or regular days off.
- **Holiday Pay/Irregular Work Schedules:** Revise paid holiday leave for employees on irregular schedules to cover full length of holiday

Differentials/OT/Premium Pay

Continued

- **Shift Differentials:** Increase Swing to \$1.25, Graveyard to \$1.50 and Relief to \$2.00. When you work additional hours in a work day for a total amount of at least 12 hours, employee will receive shift differential rate for all hours outside their regular shift.
- **Cultural KSA's and Bilingual Diff:** Employees with culturally specific KSAs should receive a differential equivalent to bilingual differential. Bilingual differential eligibility based off of work assigned rather than designation by the County.
- **Equipment Differential in Addendum E:** Convert current rates to 2.5%
- **Corrections Differential:** Differential for work in a jail side setting equivalent to what our physicians receive = 5%.

Essential Employees

- **Compensation for Essential Employees:** Premium pay for work during an inclement weather event or declared emergency under Addendum D such as time and a half. Clarify scope of Addendum D.
- **Designation of Essential Employees:** clear definition of inclement weather events for all shifts, 7 days a week. July 1, the County must publish a list of essential employees. Clarify. Clarify grace period for essentials.

Licenses & Certifications

Work Clothing

- **Reimbursement for costs associated with certification or licensure:** County reimbursement of up to \$500 biennially for fees/costs associated with licenses and certifications (inclusive of CEU costs required for the job (does not include DMV license). In cases where there is a financial incentive for the County such as behavioral health workers being able to bill at a higher rate if licensed, the County will reimburse even if certification is not required.
- **Work Clothes:** For certain employees in certain job classifications that do work that causes heavy wear and tear on clothing - provide a work clothing allowance.

Equity and Job Security

- **The County should adopt the work force equity goals proposed by AFSCME and our allies in 2015**
- **Fairness & Transparency for Hiring/Promotions:**
Participation across classifications and demographics in the hiring and promotion process is necessary for a diverse workforce that reflects our community. Encourage employee participation in hiring panels. Training should be provided to all hiring panel members on implicit bias. County should provide release time for employees to participate in hiring panels. Departments should track the composition of hiring panels and report annually. Explanation from the hiring manager if their hiring decision is contrary to the will of the rest of the panel.

Equity and Job Security

Continued

- **Seniority Transfers within Job Class (Article 22.III):** Transfer rights not based on work unit but Department.
- **Remedies for Discrimination and Microaggressions:** Contract language that identifies and addresses these concepts. Language should be grievable and should include non-traditional/alternative remedies. Grievances would go to a Board of Adjustment Panel with equal representatives from the County and the Union.
- **Bumping:** Eliminate contract provision that allow non-Local 88 members (managers/supervisors) to bump members during layoff.
- **Grievances:** Increase time to file grievance to 30 days
- **Letter of Expectations and Performance Plans:** Provide clarity on what these are and due process requirements

Equity and Job Security

Continued

- **Support for Probationary Workers:** Reduce probation period from 12 to 6 months for full-timers and 9 months for part-timers. Peer support program for probationary employees. Peer supports/trainers receive a differential and workload relief. If probationary employee is termed and hasn't received the correct number of PPRs and at the correct times, they should receive severance pay. Change from using term "probation" period.
- **KSA's:** Require union approval of KSAs or allow union the right to dispute the appropriateness of the KSA during a bumping situation. July 1 through December 31 is the only time period in which a KSA can be created.
- **Immigration/Citizenship Matters:** Paid leave to deal with immigration or citizenship matters for yourself or a member of your family.

Family Friendly Work Place & Work/Life Balance

- **Telework:** Include specific language detailing the criteria for approval of telework agreements and that the decision not to grant or revoke a telework agreement is grievable through arbitration.
- **Alternative Work Schedules:** Remove language making employee misconduct a criteria for alternative work schedule requests. Decision not to grant alternative work schedule is grievable through arbitration.
- **Bed bugs:** County will reimburse member for cost of eradicating bed bugs as well as time from work if it can be documented that they came into contact in the line of duty.

Family Friendly Work Place & Work/Life Balance

Continued

- **Paid Parental Leave:** Address issues regarding stillborn births/miscarriages – paid leave dependent on provider's determination.
- **Sick Leave:** Up to 40 hours per year to care for friend, relative or individual not identified under Article 9.1.A.1
- **Bereavement Leave:** Expand definition of family to include non-traditional families.
- **Crime Victim Leave:** Paid leave for folks to deal with legal matters associated with domestic violence.
- **Inclement Weather:** Allow staff to use vacation leave prior to County closure if their school district is closed