

County to SEIU 6/13/23  
at 11:22a.m.

## Package Proposal

This is a package proposal that incorporates the new language in Article 8 – Hospital Weekend Hours Differential and the deletion of all Weekend Off, 27<sup>th</sup> Weekend Pay, and 3<sup>rd</sup> Weekend pay provisions, including Appendix B. 14 – Weekend Off Provision, Appendix E. 7 – Weekend Off Provision, and any relevant Departmental Agreement language related to weekend off provisions or 3<sup>rd</sup> weekend pay provisions.

### Article 8 – New Section - Hospital Weekend Hours Differential

This section applies only to workers in Budget Unit (BU) 921 Santa Clara Valley Healthcare, BU 415 Behavioral Health Services, and BU 414 Custody Health Services. Workers who are regularly scheduled to work and actually work on site a minimum of six (6) hours (but not more than twelve (12) hours) in a weekend between 12:01 AM Saturday and 11:59 PM on Sunday will be paid a weekend differential of fifteen dollars (\$15.00). Workers who are regularly scheduled to work and actually work on site a minimum of twelve (12) hours in a weekend between 12:01 AM Saturday and 11:59 PM on Sunday will be paid a weekend differential of thirty dollars (\$30).

This differential does not apply and will not be paid for any hours that are not worked on site during the weekend hours in this section, including vacation, sick, compensatory time, bereavement leave, holiday time off, and personal leave. This differential also does not apply and will not be paid for on-call and call back hours/shifts.

The County's proposed weekend differential is contingent upon SEIU Local 521's acceptance of the County's proposal to eliminate all Weekend Off, 27<sup>th</sup> Weekend Pay and 3<sup>rd</sup> Weekend pay provisions, including Appendix B. 14 – Weekend Off Provision, Appendix E. 7 – Weekend Off Provision, and any relevant Departmental Agreement language related to weekend off provisions or 3<sup>rd</sup> weekend pay provisions. If SEIU Local 521 does not agree to eliminate all Weekend Off, 27<sup>th</sup> Weekend Pay and 3<sup>rd</sup> Weekend pay provisions, including Appendix B. 14 – Weekend Off Provision, Appendix E. 7 – Weekend Off Provision, and any relevant Departmental Agreement language related to weekend off provisions, 27<sup>th</sup> Weekend Pay or 3<sup>rd</sup> Weekend pay provisions, the County reserves the right to withdraw its weekend differential proposal.