

County → SEIU 5/18/23

The County reserves the right to amend, modify, and/or make additional proposals as discussions during bargaining sessions commence. All agreements are tentative until full and final agreement is reached.

at

1:59 p.m.

**County's Counter Proposal #1 to SEIU-May 18, 2023  
New Employee Orientation Side-Table**

**Section 3.7 – New Worker Orientation – County not in Agreement with UP dated 4/14/2023, County Proposes to Modify CCL, 5/18/2023**

When a new workers are is hired into a Union-represented classification, the County shall notify ~~such the~~ workers that SEIU, Local 521 is the recognized employee organization ~~in~~ for the classification into which ~~she/he the worker is has been~~ hired. The County shall provide a copy of the current Agreement and a packet of Union information which shall be supplied to the County by ~~SEIU, Local 521~~ the Union.

The Union shall be allowed a Representative at new hire orientations for new workers or departmental orientations where they are held in place of County-wide orientations including orientations at ~~Human Resources Service Centers, ESA, Santa Clara Valley Healthcare (SCVH), HHS, and Social Services Agency (SSA)~~. The Representative may be a Steward, Chief Steward, or Union-designated representative who will notify their ~~his/her~~ supervisor in advance. A Steward, Chief Steward, or Union-designated representative who attends new hire orientation will be provided release time. No overtime shall be incurred as a result of the make-up time.

As part of each new worker's onboarding, the County shall notify each new worker of their option to attend a thirty (30) minute Union orientation session within the first thirty (30) days of hire. The County and the Union agree to schedule Union orientations on a bi-weekly basis at locations determined to have reasonable geographic access relative to the new worker's worksite, with the intent to limit drive times. Dates and times of the orientations may vary to accommodate the different needs of new workers such as varying shifts and regularly scheduled days off. The Union and the County shall work together to determine the date(s), time(s), and location(s) of the Union orientations. The thirty (30) minutes provided to the Union at orientation sessions scheduled at SCVH, SSA, or any other County department constitute a Union orientation session satisfying the requirements of this section, and employees attending those sessions are not entitled to attend an additional Union orientation during their scheduled, County-paid work time.

Such ~~The~~ Union orientation shall be conducted by representatives designated by the Union. Union representatives attending new hire orientations at SCVH and SSA shall be allowed thirty (30) minutes at the beginning of during the orientation to make a presentation and answer questions ~~of from~~ workers in classifications represented by ~~their organization~~ the Union. County representatives shall not be present during the Union

From: SCC To SEIU May 18, 2023

This proposal includes all previous proposals unless specifically modified herein.

All Tentative Agreements subject to ratification by the BOS.

New language is underlined.

Deleted language is ~~struck through~~.

Current contract language is CCL

portion of the orientation. ~~The Union may present packets to represented workers at orientation, such packets being subject to review by the County. The County or Department, where appropriate, will notify the Union ten (10) business days in advance of such County new-worker orientation sessions and to the extent available, shall include a list of new workers in SEIU-represented classifications employees scheduled to attend. The Union may conduct a thirty (30) minute session once per quarter at one County location for employees who were unable to attend a Union orientation within the first thirty (30) calendar days of hire. The date, time, and location of this quarterly session shall be coordinated between the Union and the County. All new workers shall be scheduled and entitled to attend a new hire orientation, or Department orientation where they are held in place of new hire orientation.~~

With the exception of orientations at and for SCVH and SSA, the County shall schedule no more than fifty (50) employees to attend each Union orientation. The Parties will schedule multiple sessions if needed and shall coordinate such dates, times, and locations.

Employees shall be paid for their travel time and the actual attendance time, up to thirty (30) minutes, to attend one Union orientation, if the travel time and orientation session takes place during their scheduled work time. Time spent traveling to a Union orientation session that is held at the beginning of an employee's shift is not compensable. Time spent traveling from a Union orientation session to the employee's home at the end of their scheduled shift is not compensable. Applicable paid travel time is in addition to the paid time for attending the Union orientation.

The number of stewards/~~leaders~~ representatives released for the orientation shall be based on the number of new workers in SEIU-represented classifications workers at each orientation as follows:

- |                              |                              |
|------------------------------|------------------------------|
| 1 - <del>2515</del> Workers  | - 1 Representative Released  |
| <del>2616</del> - 50 Workers | - 2 Representatives Released |
| 51-75 Workers                | - 3 Representatives Released |
| 76 or more Workers           | - 4 Representatives Released |

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