

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. e

6:44 p.m.

County's Counter Proposal #2 to SEIU-June 20, 2023
New Employee Orientation Side-Table

Section 3.7 – New Worker Orientation – County not in Agreement with UP dated 6/8/2023, County Proposes to Modify CCL, 6/16/2023

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 521the Union.

The Union shall be allowed a Representative at new hire orientations for new workers or departmental orientations including but not limited to 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 right option to attend a thirty (30) minute Union orientation session within the first thirty (30) days of hire and will provide sufficient information to new workers to schedule their attendance at a Union orientation session. 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 will determine the date(s), time(s), and location(s) of the Union orientations. If there are conflicts with dates, times, and/or locations of such orientations, the Union and the County shall work together to rectify those issues. The County shall secure a room and sufficient tables and chairs. 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.

From: SCC To SEIU June 20, 2023
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New language is underlined.
Deleted language is struck through.
Current contract language is CCL

~~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 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. If an employee was unable to attend a Union orientation within the first thirty (30) calendar days of hire, they shall be allowed to attend a regularly scheduled Union orientation session that occurs within 120-days of their hire date. 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. Employees shall be paid for travel time, 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 - 25 50 Workers	- <u>Up to 24</u> Representatives Released
26 - 50 Workers	- 2 Representatives Released
51-75 Workers	- 3 Representatives Released
76 or more Workers	- 4 Representatives Released

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The County shall provide the Union a malleable electronic file containing the name, job title, department, work location, home and cell phone numbers, home address, and personal and work email addresses that the County has on record within the County's Human Resources Information System of any newly hired employee within two (2) pay periods of the date of hire.

If the parties mutually agree, the County and the Union will meet to discuss issues or questions related to this section and attempt to reach a common understanding.

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