

County → SEIU
5/9/23

County's Counter Proposal #1 to SEIU's - May 2, 2023, Proposal

Master Table Proposal for Side Table

The parties agree to convene a side table committee to discuss possible modifications to the collective bargaining agreement to facilitate the more rapid filling of vacancies, including by internal candidates. This includes vacancies that are created when one vacancy is filled by an internal candidate and another vacancy is thereby created.

The side table will explore alternate transfer processes, including processes whereby workers in an SEIU bargaining unit would have the option of indicating in advance their desire to be considered for multiple positions within SEIU represented classifications, thereby enabling the County to immediately review candidates and provide managers with transfer lists. New transfer processes may supersede bargaining unit and/or departmental agreement provisions.

The side table will include up to five representatives from each party. If the parties mutually agree on a case-by-case basis, one or more subject matter experts may attend one or more side table meetings to provide specialized input that will assist the side table to complete the work.

The objective of the committee will be to develop mutually agreeable modifications to the Memorandum of Agreement and/or departmental agreements, which could then be reviewed by the parties for inclusion in the collective bargaining agreement. The committee will also consider developing recommended amendments to the County's Merit System Rules, subject to the County's obligations under the Meyers-Milias-Brown Act. In order to facilitate the maximum amount of creativity, the parties agree that neither party shall be bound by positions taken or representations made in the committee.

The parties reserve the right to make formal bargaining proposals at any time regarding transfer processes or related concepts.

From: SCCo To SEIU May 9, 2023

This proposal includes all previous proposals unless specifically modified herein.

All Tas subject to ratification by the BOS.

New language is underlined.

Deleted language is struck through.

Current contract language is CCL