

4/14/23
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Master Table Union Proposal – 4/14/23

Section 3.2 – Union Deductions

a) Condition of Employment

All workers in the unit(s) who have authorized Union dues in effect on the effective date of this Agreement shall have such deduction continued and shall be made only upon signed authorization from the worker only after the Union certifies to the County a list of workers who have authorized such deduction(s).

As allowed by law, the County shall deduct from the worker's paychecks and transmit to the Union dues and amounts for any other service, program, or committee provided or sponsored by the Union. ~~Within ninety (90) days from the ratification of the MOU, the County and SEIU will meet to discuss the process wherein membership forms are collected by the Union. The County shall include the membership form in the new hire packet/portal for workers.~~

Section 3.7 – New Worker Orientation

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

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, HHS, and SSA. This Representative may be a Steward, Chief Steward, or union designated representative who will notify 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.

Each new employee as part of their orientation, shall be required to attend a mandatory one (1) hour session within the first half of every new employee orientation during regular work hours and onsite, within the first thirty (30) of hire. The County and the Union agree to schedule Union orientations, on a bi-weekly basis at locations determined to have equitable geographic access and limit drive times. Dates and times of the orientations may vary to accommodate the different needs of employees such as varying shifts and regularly scheduled days off. The Union shall determine the date, time and location of where they are held on the first day of the start of each pay period.

The session shall be conducted by ~~Such R~~representatives designated by the Union. Each employee must sign that they attended and failure to attend will carry the same consequence as if they missed any other part of new employee orientation. The Union may conduct a one (1) hour session once per quarter for employees who were unable to attend in-person new employee orientations within the first thirty (30) calendar days of hire. ~~shall be allowed thirty (30) minutes at the beginning of the orientation to make~~

~~a presentation and answer questions of workers in classifications represented by their organization.~~ 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 orientation sessions and ~~to the extent available,~~ shall include a list of expected SEIU represented employees scheduled to attend, at least two (2) business days in advance of the orientation. ~~All new workers shall be scheduled and entitled to attend new hire orientation, or Department orientation, where they are held in place of new hire orientation.~~

With the exception of the Health and Hospital and the Social Services Agency, there shall be no more than fifty (50) workers scheduled to attend each New Employee Orientation. The parties agree to schedule multiple sessions if needed.

The County shall provide the Union with electronic notification of the name, job title, department, work location, home and cell phone numbers, home address, and personal and work e-mail addresses of any newly hired employee within seven (7) days of the date of hire.

Workers shall be paid for their travel time to attend orientations. Paid travel time is in addition to the paid time for the actual orientation.

The number of stewards/leaders released for the orientation shall be based on the number of SEIU represented workers at each orientation as follows:

1-25 Workers	- 4 <u>2</u> Representatives Released
26-50 Workers	- 2 Representatives Released
51-75 Workers	- 3 Representatives
Released 76 or more Workers	- 4 Representatives
Released	

If a worker is unable to attend their scheduled orientation due to being on a hybrid schedule (remote work) and/or due to a leave (example: sick, leave of absence, vacation), such worker shall be invited and scheduled to attend by the County the next regularly scheduled orientation. The County shall be responsible for securing the room including ensuring sufficient tables and chairs are available.