

5/2/23  
SEIU to County @ 9:49 a.m.

## Master Table Union Proposal – May 2, 2023

The union proposes that a side table be convened to discuss possible modifications to the collective bargaining agreement to facilitate the more rapid filling of vacancies by internal candidates including “follow on or vacancies created by the initial position” vacancies that are created when one vacancy is filled by an internal candidate and another vacancy is thereby created.

The committee will explore the possibility of implementing a “pre-bid” system whereby workers in the bargaining unit would have the option of indicating their desire to be considered for multiple positions in advance, enabling the county to immediately review candidates and offer a job to the appropriate applicant pursuant to the applicable contract language and departmental agreement for the vacancy in question.

The side table will include up to ten representatives from each party plus additional subject matter experts as necessary in order to complete the committee’s work.

The object of the committee will be to develop mutually agreeable modifications to the contract which could then be reviewed by the parties for inclusion in the collective bargaining agreement. In order to facilitate the maximum amount of creativity, the parties will 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 “pre-bidding” or related concepts.