

Union Passed 4:34pm

Negotiations between Service Employee International Union, Local 521 and
County of Santa Clara
Proposal #2
Public Health Nurse Unit Table

DATE: 5/8/23
TIME: _____

SEIU 521 Unit workers reject the County's concessionary proposals. This round of negotiations with the County is a continuation of the deteriorating relationship between workers and Labor Relations where workers' hard fought benefits and rights are under attack, thus irrevocably damaging negotiations.

C.1	REALIGNMENTS	SEE ATTACHED
C.2	PUBLIC HEALTH VOLUNTARY REDUCED WORK HOURS	NO CHANGE - CCL
C.3	ACCUMULATED TIME EARNED	NO CHANGE - CCL
C.4	PHN MANAGER INTERVIEW	CCL
C.5	TRANSFER INFORMATION SYSTEM AND PROCEDURES	TA -MP 5/8/23
C.6	WORK OUT OF CLASSIFICATION ASSIGNMENT	NO CHANGE - CCL
C.7	SPLIT CODES	NO CHANGE - CCL
C.8	EDUCATION/LICENSURE MAINTENANCE PROVISIONS	SEE ATTACHED
C.9	PROFESSIONAL PERFORMANCE COMMITTEE	CCL
C.10	MALPRACTICE PROTECTION	CCL
C.11	SPECIAL ASSIGNMENTS	UP 4/14/23
C.12	PHN UNIT POSITIONS	CCL
C.13	SAFETY	CCL
C.14	LEAD ASSIGNMENTS	NO CHANGE - CCL
C.15	ADMNISTRATIVE TRANSFERS	CCL
C.16	LANGUAGE ACCESS	CCL
C.17	STATE OR NATIONAL CERTIFICATION PAY	SEE ATTACHED
C.18	ALTERNATELY STAFFED PHN/I/II	CCL
C.19	*NEW* PRECEPTOR PAY	UP 4/14/23

ALL OTHER ARTICLES NOT SPECIFICALLY MENTIONED ABOVE WILL BE NEGOTIATED AT A LATER DATE OR WILL REMAIN AS UNION'S POSITION IN IT'S INITIAL PROPOSAL, NO CHANGE OR HAVE BEEN T.A.'D. UNION RESERVES THE RIGHT TO MODIFY AND/OR AMEND IT'S PROPOSALS.

PHN Union Counter Proposal – May 8, 2023

C.1 – Job Classifications

The following job classifications will be represented by the Public Health Nurse Unit:

Job Code	Job Title
S50	Public Health Nurse I
S48	Public Health Nurse II
S47	Public Health Nurse III
S45	Public Health Nurse Specialist

The salary shall be identified by job code and listed in Appendix A.

Salary realignment proposals for the Public Health Nurse Unit may be submitted during Public Health Nurse Unit negotiations.

Realignments:

Effective after ratification by the Board of Supervisors (salary ordinance amendment effective the first pay period after the second reading by the Board of Supervisors), the following classifications shall receive realignments as listed below:

JOB CODE	CLASSIFICATION	REALIGNMENT
S50	Public Health Nurse I	22.00%
S48	Public Health Nurse II	25.00%
S47	Public Health Nurse III	26.50%
S45	Public Health Nurse Specialist	28.25%

Effective June 15, 2021 (pay period 21/23), the following classifications shall receive realignments as listed below:

JOB CODE	CLASSIFICATION	REALIGNMENT
S50	Public Health Nurse I	1.00%
S48	Public Health Nurse II	1.00%
S47	Public Health Nurse III	1.00%
S45	Public Health Nurse Specialist	1.00%

PHN Union Proposal –5/8/23

C.8– Educational/Licensure Maintenance Provisions

a. Continuing Education Leave

1. The County agrees to provide time without loss of compensation and benefits for workers within the Public Health Nursing Unit to participate in educational courses, seminars, in-service training, workshops, and courses taken for licensure/certifications and credentials. The individual PHN shall decide the educational program in which they shall participate. It is understood that all use of educational leave shall be principally related to the nursing practices within the County. provided it is needed in order to maintain licensure and is clearly identified as needed for maintenance of licensure. Time off will be made available, provided that the required work is covered. Educational leave for part-time PHN shall be pro-rated.

2. For the purpose of providing time without loss of compensation and benefits, workers in the PHN Unit will only be provided with each July 1, a credit of enough-paid time forty (40) hours, inclusive of travel time, required to fulfill the continuing education units needed for maintenance of licensure, certifications and staff development needs that benefit the County of Santa Clara. by the State of California every two years. Educational leave will be cumulative to a maximum of eighty (80) hours. If the worker is requesting more educational leave than needed to meet the State of California requirement for maintenance of licensure, vacation, personal time, compensatory time or leave without pay must be used.

3. Leave requests shall be subject to approval by the Department. Such leaves shall not unduly interfere with staffing requirements for patients' case or duplicate comparable training offered by the Department. The Department agrees that it shall not unreasonably withhold approval.

4. Every effort shall be made to arrange scheduling for the individual nurse's use of educational leave time.

5. If the educational leave falls on the PHN's day off, the PHN shall select one of the following:
 - The day will be charged to educational leave and the

nurse will have a day added to the nurse's Paid Time Off Balance, or

- The day will be charged to educational leave and the PHN will be given another day off during the pay period,
- or
- The day will not be charged to educational leave.
- Educational leave granted shall not be counted toward the base period in calculation of overtime.

2.6. Participation in the Public Health Nursing Unit Education/Licensure Maintenance Provisions shall not alter the nurses' right to benefits included in the Educational Leave and Tuition Reimbursement under Section 12.9 of the Master Agreement.

b. Maintenance of Licensure Fund

1. The County will fund, on a matching basis, twenty-five thousand dollars (\$25,000) over the contract period for continuing education. This amount is over and above the tuition reimbursement fund in the master agreement.
2. Funding shall include, but not be limited to, reimbursement for related expenses such as travel, lodging, and meals, in accordance with County policy.
3. Funding for tuition and books will be on a one hundred percent (100%) basis. Funding for related expenses in C.8 (b) (2) will be on a matching basis: fifty percent (50%) by the County and fifty percent (50%) by the worker, up to a total draw per worker of six hundred seventy-five dollars (\$675) per two-year licensure period.
4. The Department will be responsible for administering the funds. A financial statement reflecting the status of the fund will be forwarded to the Union semi-annually each fiscal year thereafter.
5. Reimbursement forms will be available in all offices. Reimbursement monies will be included in the workers regular pay check.

Note: Workers interested in accessing the fund must fill out the "PHN Educational/Licensure Maintenance Provisions Request for Reimbursement".

c. Requests for Continuing Education Leave and/or Reimbursement

1. Requests for continuing education leave and/or reimbursement will include a copy of the announcement with information about the course. If an announcement is not available for the course, details in the written application for PHN Educational/Licensure Maintenance Provisions shall include but not limited to the course(s), institute, hours, and the number of CEUs credited to maintenance of licensure.
2. Requests for continuing education leave and/or reimbursement must be received by the worker's immediate supervisor no less than twenty (20) working days prior to the requested date of continuing education leave and/or commencement of course requested for reimbursement. At least ten (10) working days prior to the commencement of the continuing education leave date and/or commencement of course requested for reimbursement, the worker's immediate supervisor shall respond in writing to the nurse. When notification of a need for continuing education leave and/or reimbursement for a course is received less than twenty (20) working days prior to the date requested for continuing education leave and/or commencement of course requested for reimbursement, the worker's direct supervisor may consider approval based on operational needs.
3. In all instances set forth above, the continuing education leave and/or reimbursement requests shall be subject to approval by the worker's direct supervisor. Such requests shall not unduly interfere with staffing requirements of the Department or duplicate comparable training offered by the Department. The Department agrees that it shall not unreasonably withhold approval. If denied, the reason for denial will be stated by the Department.
4. Written proof of attendance may be requested by the Department.

PHN Union Proposal – 5/8/23

C.17 – State or National Certification Pay

Annual compensation of ~~two hundred fifty~~ five hundred dollars (\$2 500.00) may be issued to a coded worker in the Public Health Nursing Unit who is certified or recertified in a specialty that is applicable to her/his current area of practice in the Public Health Department. Each coded worker in the Public Health Nursing Unit may apply for State or National Certification Pay provided:

- a. The certification is clinically relevant to the worker's current area of practice in the Public Health Department and will enhance the worker's knowledge base and skill in providing expert care to Public Health Department clients.
- b. The certification is issued by a state or nationally recognized accrediting agency and applicable to current area of practice in the Public Health Department.
- c. Certification that is required by the California Board of Registered Nursing (BRN) to meet certification or recertification requirements as a Public Health Nurse shall not qualify for State or National Certification Pay

Verification of successful completion of such certification or recertification must be submitted during the month of April to receive State or National Certification Pay.

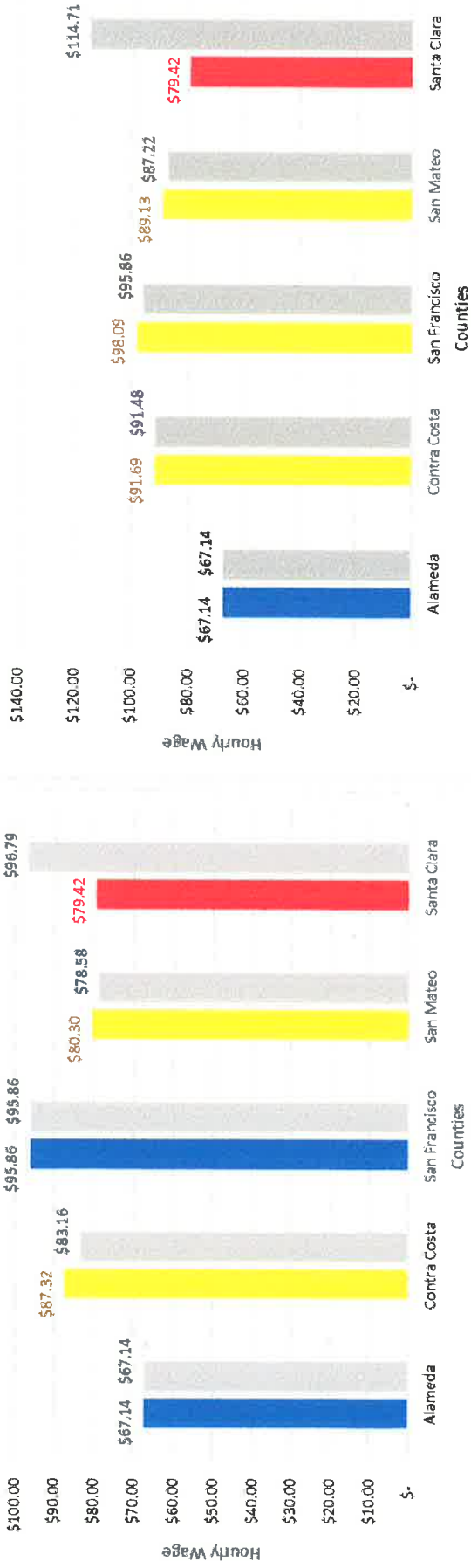
5/8/23
 Union Pass
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Revised 2/17/2023 by SThach

PHN II Wage Comparison w/2.95 EPMC

County	Class Title		Class Title w/Longevity		Notes	Salaries: PHN = CN
	PHN	Clinical Nurse (CN)	PHN	Clinical Nurse (CN)		
Alameda	\$ 67.14	\$ 67.14	\$ 67.14	\$ 67.14	#5308 Step 8, MOU Dec 2015-2022, 3.5% @ 6-28-20, 3.25% @ 6-27-21, 3.25% @ 6-26-22; 2023 MOU Pending	Salaries: PHN > CN
Contra Costa	\$ 87.32	\$ 83.16	\$ 91.69	\$ 91.48	#VVXA Step 10, MOU 2022-2025, 7% + 4% @ 7-1-22, 4% @ 7-1-23, 4% @ 7-1-24, 4% @ 7-1-25; Longevity Clinical RN/PHN: 2.5% @ 7y or @ 24m, 2.5% @ 10y; Longevity Clinical RN only: 2.5% @ 15y, 2.5% @ 20y	Salaries: PHN < CN
San Francisco	\$ 95.86	\$ 95.86	\$ 98.09	\$ 95.86	#2830 Step 10, MOU 2022-2024, 1% step 3-5, 1.5% for Step 6-10, 5.25% @ 7-1-22, 0.5% Step 6-10, 2.5% @ 7-1-23; 2.25% @ 1-6-24; Longevity 2830 PHN: \$2.225/hr after 6m of step 6 for hires B4 7/1/14, Clinical RN get longevity leave pay	Average (including SCC CN, excluding SCC PHN) \$ 85.48
San Mateo	\$ 80.30	\$ 78.58	\$ 89.13	\$ 87.22	#F040 Step E, MOU 2022-2025, 8.5% at approval, 3% @ 12-25-22, 4% @ 12-24-23, 4% @ 12-29-24; Longevity for all nurses 3% @ 3 yr, 2% @ 10 yr, 2% @ 15 yr, 2% @ 20 yr, 2% @ 25 yr = 11%	SCC PHN % Difference from Average that Includes SCC CN -8%
Santa Clara	\$ 79.42	\$ 96.79	\$ 79.42	\$ 114.71	Longevity #S75 CNIII: Step 6: 5% @ 36m (3y) post Step 5, Step 7: 5% @ 132m (11y) post Step 5, Step A: 2.5% @ 15y service, Step B: 5% @ 20y, Step C: 7.5% @ 25y; 2023 MOU Pending	Longevity Average (Including SCC CN, excluding SCC PHN) \$ 92.15
Average excluding Santa Clara	\$ 82.66	\$ 81.19	\$ 86.51	\$ 85.43	Purple: Not included in calculations	SCC PHN % Difference from Longevity Average that includes SCC CNIN -16%

PHN vs CN w/Longevity



■ PHN ■ Clinical Nurse (CN)

County	PHN	CN	% Difference
Alameda	\$67.14	\$67.14	0%
Contra Costa	\$87.32	\$83.16	-4.7%
San Francisco	\$80.30	\$78.58	-2.1%
San Mateo	\$79.42	\$89.13	-11.1%
Santa Clara	\$79.42	\$114.71	-31.2%
Average	\$82.66	\$81.19	1.8%

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Alameda	\$67.14	\$67.14	0%
Contra Costa	\$87.32	\$83.16	-4.7%
San Francisco	\$80.30	\$78.58	-2.1%
San Mateo	\$79.42	\$89.13	-11.1%
Santa Clara	\$79.42	\$114.71	-31.2%
Average	\$82.66	\$81.19	1.8%