

Summary of Tentative Agreement

3 Year Term

2.2- Failure to File Labor Organization Annual Report- (Section deleted-Cleanup)

2.11- Labor Organization Annual Report- (Section deleted-Cleanup)

2.20- Policies and Procedures- The county agrees to provide UPE copies, Upon request, of all county personnel Policies and Procedures issued by the Department of Human Assistance, Department of Health Services, and the Department of Child Family and Adult Services affecting this bargaining unit.

5.7- Informal discussions- can be elevated if supervisor does not have the authority to grant the grievance.

6.2- 9/80b Work Schedules- Management to respond to employee request within 10 working days. Denials shall not be arbitrary or capricious.

6.3- Four Day/Forty Hour Work Week- A response to the employee within 10 working days. Denials shall not be arbitrary or capricious.

6.4- Overtime- The employee may request cash payment or compensating time off, consideration will be given to the employee.

7.5- Payroll Errors- Except in emergency situations, the Department of Personnel Serviced will provide the employee with 24 hours written notice of the adjustment which will occur in the employees' paycheck.

7.1- Salary Increases- Effective the first FULL pay period after the Board of Supervisors ratifies this contract salaries shall increase by 3%.

-Fiscal year 2019/2020: Effective the first full pay period of July 2019, Salaries shall increase no less than 2% and no more that 4% depending on the consumer price index (CPI) U.S. City Average, Urban Wage Earners.

-Fiscal year 2020/2021: Effective the first full pay period of July 2019, Salaries shall increase no less than 2% and no more that 4% depending on the consumer price index (CPI) U.S. City Average, Urban Wage Earners.

7.2- Equity Adjustments- For the following classifications there will be an equity increase of 1% in year one and 1% in year two of this agreement.

Human Services Assistant, Family Service Worker I/II, Child Development Specialist I/II

7.3- Salary Administration- (Forbids or eliminates any freeze in pay for anyone demoted as a result of the DHA class study)Y-Rate Salary Increase-An employee for whom a Y-Rate is established shall not receive any increases in salary until such time as his or her rate of compensation is within the established range for his or her class, at which time the employee shall receive the highest step of the range. The employee shall receive a proportionate decrease in salary whenever a lower range is established for the class in the agreement. This section shall not apply to any employee who may be impacted by the 2015/16 DHA Classification Study.

7.6- Special Pay Allowances- Cultural pay- After ratification by the Board of Supervisor, Cultural Pay will increase to \$.55 per hour.

14.2 Seniority- (b) The county shall provide UPE a seniority list showing the total service of each employee. This shall be furnished to UPE on April 1st of each year.

9.15- Conservatorship Duty Leave- An employee shall not be denied use of accrued leave to attend conservatorship hearings and related court appearances where the employee is in a court appointed conservator/guardian or is petitioning the court to be appointed conservator/guardian of a relative.

12.2- Reimbursement For Use of Private Cars- Use of private cars for official business should be mutually agreed on by both the owner of the vehicle and the county and shall not be mandated unless it is specifically stated as a condition of employment.

16.4- Desk Files- The employee shall be granted access within 10 days of making a request to view his/her desk file. "Desk file" shall be any file containing employment information on a particular employee whether written or electronic (excluding employees "official personnel file).