

SEIU Negotiations 2018
January 8, 2019
Represents Total Economic Package Proposal
Attachment A to the Last Best and Final Offer

Text of all proposals included in this last best and final offer are attached by section. Any other economic proposals by the Count or Labor not included in the package are dropped.

All compensation provisions are proposed to be effective the beginning of the first full pay period following Board of Supervisor approval unless otherwise noted. The County will not grant any retroactive compensation.

Section	Title	Proposal Date	MOU Page
6	Benefits- TA	05-02-18	19
3J	Paychecks/Advice Notice- TA	05-02-18	6
3B	Non-Discrimination/Fair Representation- TA	05-02-18	1
3V	Social Worker Workload and Classification Analysis- TA	05-02-18	11
5O	On Call/Call Back- TA	05-16-18	18
5A	Wages/Increases/Differentials- TA	05-31-18	12
9D	CSA Social Worker On-Call On Holidays- TA	06-21-18	22
5E	Custodial Facility Assignment Pay- TA	06-21-18	14
19	Orientation- TA	06-21-18	39
31(D)	Limited Cash Conversion- TA	06-21-18	54
NEW	Employee Assistance Program- TA	06-21-18	NEW
3H1	Union Security/Agency Shop- TA	06-25-18	3
12	Leave of Absence- TA	07-09-18	22
7	Continuing Education- TA	08-02-18	19
NEW	Discourteous Treatment- TA	08-02-18	NEW
3R4	Adverse Material- TA	11-01-18	10
4	Contracting Services- TA	11-01-18	11
3	Employer-Employee Relations (Union Lists)- TA	11-01-18	2