

District Proposals

District Proposal #1, Article 23.1 - seeks to incorporate language from a settlement agreement that sets forth when step increases shall occur for regular, part-time employees.

District Proposal #2, Article 26.3 & 26.4 - seeks to clarify when vacation pay-outs will occur and strikes language that was only applicable for the year 2017.

District Proposal #3, Article 41 - seeks a 2 year contract term.

District Proposal #4, Article 23.13 - seeks to add new subsection and incorporate skid steer incentive pay per a settlement agreement. Also seeks to add classifications that could receive skid steer training that were not in the settlement agreement.

District Proposal #5, Article 12 - seeks to limit employee's grievance rights by declaring counseling memos non-grievable. The District contends that this is a clarifying proposal and does not change either an employee's or the District's current rights.

District Proposal #6, Article 13.2 - seeks to change language outlining the grounds for discipline, which would have the effect of relaxing the burden of proof the District would need to meet in some disciplinary proceedings.

District Proposal #7, Article 4.10 - seeks to incorporate changes from a settlement to how Union members are compensated for hours they are utilizing Union Business Leave.

District Proposal #8, Article 37.2 - seeks to change the District representative for meet and confer regarding the On-Call Firefighter program.

District Proposal #9, Article 32.7 - seeks to reduce the use of guaranteed leave to once in a career and place new restrictions on how guaranteed leave may be used.

District Proposal #10, Article 11.3(b) - seeks to allow tape recording of investigatory interviews.

District Proposal #11, Article 21.1(c) - The District states that the language changes in this proposal are clarifying when the number of transfer requests are counted for non-supervisory transfers and that their proposal does not change the current meaning of the article. The District position is that the number of transfer requests are counted when the supervisor is making their selection.

District Proposal #12, Article 5.4 & 5.5 - seeks to reduce Union rights as pertains to meet and confer procedures regarding matters of job classifications, hiring, promotion, and transfers. Further, seeks to strike Union right to exchange positions statements and removes the right to utilize arbitration in these matters.

District Proposal #13, Article 20.2 - seeks to eliminate grievance rights of employees seeking a promotion in cases where Human Resources has determined the employee does not meet the minimum requirements for the position.

District Proposal #14, Article 13.5 - seeks to reduce grievance rights. Proposal would remove grievance rights for oral reprimands and reduce grievance rights to no further than Step 2 for written reprimands.

District Proposal #15, Article 31 - seeks to make large scale changes to job injury leave hour calculations.

District Proposal #16, Article 34 - Seeks to re-establish District matching a portion of employee 457 (b) deferred compensation (ICMA) contributions.

District Proposal #17, Article 21.2 - seeks to expand the District's access to direct transfer employees and limit employee's grievance rights as pertains to directed transfers. Employees would only be able to grieve direct transfers up to Step 2.

District Proposal #18, Appendix I - seeks to alter the responsibilities of the Park Craft Specialist at Del Valle.

District Proposal #19, Article 16 - seeks to reduce grievance rights. Employees who disagree with their performance appraisal would be limited to the Department Review process.

District Proposal #20, Article 4.4 - seeks to create new barriers for Union officers to represent membership by adding additional requirements for the approval of release time and creates new tracking of release time on timecards.

District Proposal #21, Article 4.5 - seeks to increase District oversight of member's stewards in a grievance proceeding.

District Proposal #22, Article 23.7 & 37.10 - seeks to reduce On Call Firefighter overtime.

District Proposal #23, Article 29.5 - seeks to add new article which would provide for reimbursement to certain job classes (Construction Inspector, Field/Office Surveyor, Heavy Equipment Operator, Mining Operations Supervisor, Mining Technician, Supervising Land Surveyor, Roads and Trails Supervisor, Roads and Trails Crew) for the purchase of steel or composite toe boots.

District Proposal #24, Article 23.6 - seeks to create a compensatory (comp) time cash out procedure similar to vacation payout procedure. Employees would only be able to cash out comp time with a once a year election. Use of comp time to take away from work would remain unchanged.

District Proposal #25, Articles 30.1, 30.8, 33.8 - Seeks to add verification for retiree medical insurance reimbursements if retiree is enrolled in non-CalPERS insurance.

District Proposal #26, Article 24.8 & 24.10 - Seeks to make changes to the SDI integration administrative process.

District Proposal #27, Article 19 - seeks to eliminate the Coordinator position from the Joint Labor/Management Review Board for volunteers/work crews. Seeks to change exemptions on power tool use.

District Proposal #28, Article 25 - Seeks to add light duty limitations.

Union Proposals

Union Proposal #1 - Union Counter to Districts proposed ground rules.

Union Proposal #2, Article 2 – Seeks to comply with legal ruling (Janice vs AFSCME) and reflect current practice.

Union Proposal #3, Article 10.2 – Minor change considered housekeeping.

Union Proposal #4, Article 21.1 – Minor change considered housekeeping.

Union Proposal #5, Article 13 – Minor change considered housekeeping.

Union Proposal #6, Article 25 – Minor change considered housekeeping.

Union Proposal #7, Article 37 - Minor change considered housekeeping.

Union Proposal #8, Article Appendix I - Minor change considered housekeeping.

Union Proposal #9, Article 24 – Seeks to add domestic partners and mental health for sick leave use and changes language to reflect current practice describing meetings pertaining to sick leave bank.

Union Proposal #10, Article 22 – Seeks to provide review for alternative work schedule requests if they are denied. Seeks to adjust meal allowance rates.

Union Proposal #11, Article 7 – Seeks to clarify role and procedure regarding the Central Safety Committee and clarify employee rights and responsibilities around health and safety issues.

Union Proposal #12, Article 8 – Seeks to change the goal of the Ecology committee from chemical reduction to use of the least hazardous chemical.

Union Proposal #13, Article 36 – Seeks to provide Lifeguards overtime for all hours in excess of 40 hours in a week, rather than 45.

Union Proposal #14, Article 38 – Seeks to compensate Firefighters at 100% for time out-of-county rather than 75% pay.

Union Proposal #15, Article 23 – Seeks to implement equity adjustments, set base wage increases, add bilingual pay, add Certified Pool Operator incentive pay and increase all daily pays to \$20.

Union Proposal #16, Article 26 – Seeks to change the vacation accrual formula to be more generous for most employees.

Union Proposal #17, Article 27 – Seeks to add Juneteenth, the second half of Christmas eve and floating holidays.

Union Proposal #18, Article 32 – Seeks to remove gendered language and clarify roles and responsibilities of the special leave committee.

Union Proposal #19, Article 30 – Seeks to increase cash in lieu for medical insurance and increase orthodontics dependent eligibility age.

Union Proposal #20, Article 3 - Seeks to change protected classes to comply with current state laws, add ADA protections, and recognize that implicit bias negatively effects the District.

Union Proposal #21, Article 4 – Seeks to increase the number of Union stewards from 15 to 21.

Union Proposal #22, Articles 20 – Seeks to increase number of classifications available for in-house promotional lists, prevent job postings from closing early, allow for maintaining pool status when refusing a job offer or interview, and allow for transfer by trade.

Union Proposal #23, Article 21 – Seeks to lower in house transfer number requirements from 3 to 2 and add MOU rights to voluntary demotion to a lower classification.

Union Proposal #24, Article 23.13 and new Appendix O – Seeks to increase specialty pay and add Skid-Steer agreement. Counters District Proposal

Union Proposal #25, Article 15 – Seeks to add employee rights to less than 12-month positions.

Union Proposal #26, Article – List of additional housekeeping items.

Union Proposal #27, Article 11 – Seeks to clarify rights to a requested hearing in the grievance process.

Union Proposal #28, New Article – Seeks to add alternative work location options.

Union Proposal #29, New Article – Seeks to add rights to and expand employee reclassification process.