AFSCME Council 5, Local 34 Mediated Settlement Proposal

Your Local 34 Table Team's recommendation to the membership is to vote yes to 'Accept' the following offer reached via mediated settlement on January 26, 2022:

MEDIATED PROPOSAL FOR SETTLEMENT- Local 34 - 1/26/22 - 4 pm.

1. All provisions of the LBF, including the LBF on market adjustments stay in place (detailed below).

2. Union recommends ratification and will inform County by 2/9 p.m. of ratification results

3. As a sign of good faith, Union pulls intent to strike effective end of day 1/27

4. As a sign of good faith, County Board will vote on 2/1/22 to consider a special board meeting to be held after 12 p.m. on 2/10/22 for the anticipated purpose of approving this mediated proposal for settlement.

Mediated Settlement Proposal is as follows:

Total package bargaining means all economic items must be agreed to as a whole (not in isolation), as expenditures in one area limit expenditures in others.

- **Contract Duration** – 3 years

- **General Salary Adjustment to individual pay rates each year of the contract.** Applies to all employees employed on the effective date.

01/02/2022*	01/01/2023	12/31/2023
2.5%	2.5%	2.5%

***The effective date for the 2022 increase will be the beginning of the pay period following Board approval in 2022, February 13, 2022, following membership ratification.**

- **The GSA will also be applied to the maximum and the minimum of each job class**

  - **Progression -** 3% progression for satisfactory performance each year of the contract for those still progressing through the range

*Annual performance reviews happening prior to contract settlement who, *had the contract settled on time*, would have benefitted from a market adjustment in 2022. [List to be provided by the County as soon as possible].

a. On 2/13/22 (the anticipated effective date of the Local 34 contract), market adjustments will be made to the 2021 rates followed by the 2.5% GSA.

b. After the 2/13/22 market adjustment and GSA are applied, any annual performance review with a rating of "valued" or above and a performance review date from Sunday 12/19/21 through Saturday 2/12/22 will be adjusted with a 3% minimum progression unless it would put the employee above the new 2022 max rate for their classification. Effective date of the progression increase will be 2/13/22 after the 2022 market adjustment and 2.5% GSA are applied. NOTE: For employees in job classes that are <u>not</u> receiving a 2022 market adjustment, there is no change related to their performance review.

- <u>% of employees per bargaining unit who will now be eligible for both GSA + Progression</u>
  - Local 34 – 93.6%
- **Recognition Payment for all workers employed on 01/02/2022.**
  - **$500 cash payment for on-site workers employed as of 01/02/2022**, paid in early 2022. Counter proposal to U6
  - **$500 cash payment for remote and hybrid workers employed as of 01/02/2022,** paid in early 2022. One-time payment (not a reimbursement). Counter proposal to U8
  - **$500 one-time payment for new hires in remote and hybrid jobs through the end of the contract.** New hire will receive the payment upon passing probation. Counter proposal to U8
- **Market adjustments increasing the max rate for 25 job classes**(listed later in document). The financial benefit of these market adjustments will be felt within the first year of the contract by employees at or near the maximum of their current job class who will now be eligible for at least a portion (if not the full) minimum 3% progression increase in addition to the GSA.
- **6 weeks Paid Parental Leave, effective 01/02/2022** (counterproposal to U4)
- **Bereavement leave – Allow all 48 hours to be used for one instance.** County counter proposal

  BEREAVEMENT LEAVE.
  When necessary, leave with pay will be granted in cases of death of the following: spouse, parent, parent-in-law, step-parent, children, step-children, grandchildren, brothers and sisters, son-in-law, daughter-in-law, brother and sister-in-law, aunts, uncles, nieces, nephews, grandparents, grandparents-in-law, or person regarded as a member of the employee's immediate family. Such leave shall be subject to approval by the EMPLOYER, <u>taking cultural circumstances into account,</u> and ~~limited to maximum of twenty-four (24) working hours per occurrence~~, and is not to exceed forty-eight (48) hours in any payroll year. (See also Attachment C).

- **Enhanced Paid Time Off program, <u>effective 1/1/2023</u>,** (see attached for actual language)
  - **No change for employees hired prior to 1/1/2023 who wish to remain in the vacation/sick program; and/or who may wish to convert to PTO at some time in the future.**

- **1/1/2023, move all employees in PTO Schedule 1 to PTO Schedule 2. This provides an additional 2 days annually for all employees who are currently in Schedule 1.**

- **Effective with Open Enrollment 2022, provide up to 50 hours of vacation/PTO cash-out in 2023,** provided that is consistent with the remainder of the county (Art 22, Section 2 language).

- **In exchange for these improvements for current members, all new hires (and transfers into the unit) on 01/01/23 or later will participate in the PTO program** (eliminating vacation/sick as a choice for new hires/transfers into the unit).

- **Union agrees to the language changes in the PTO/Vacation/Severance articles that are needed to effectuate these changes.** (See attached and note that county drops the proposal to shut the "open window". Those "open window" employee remain eligible to convert to PTO at any time and to reap the resulting severance benefits if eligible). Clarifying the language as proposed by the county will help secure that eligibility for those employees.

- **MetroPass or GoTo transit subsidy increases from 50% to 70%** – No change to current processes

- **County will agree not to provide a premium holiday during the first two years of the three year contract. 2022 and 2023.** (Counter to U65)

- **Union accepts County proposal 3.3 requiring the "loser" of an arbitration to pay the full cost of the arbitration.** This is common language in other jurisdictions to help both parties prioritize cases.

- **All TAs made at the Master table or at any Supplemental sessions remain in place,** including, but not limited to:
  - Juneteenth MOUs providing an additional holiday, plus Leave Day/Xmas Eve flexibility.
  - TA, 8/10/21 Employer counter on U51 -letter re: active discipline not to be referenced in EPR
  - TA, 9/22/21 Employer counter to U-2822-3 - Associate Librarian in-charge pay qualification lowered to 1 hour (from 2 hours).
  - TA to include "mental health" in sick leave article. (U5 counterproposal)

- **All past practice notices provided by the County on 6/30/21 are acknowledged as properly ended effective 12/31/21.**

- **Any issues not addressed above are considered dropped by the respective parties, including, but not limited to:**
  - County proposal to increase hourly rates for union dental employees and add a union dental premium.
  - County proposal to freeze the minimum of certain pay ranges at $20 to avoid compression.

MARKET ADJUSTMENTS

All hourly salary range numbers included in negotiation materials are reported as of their current 2021 rates. The following order of operations applies to the proposed implementation of multiple proposed pay changes currently on the table:

> Note: ***If the contract is not approved by 12/14/21, the effective date for the 2022 GSA increase will be the beginning of the pay period following Board approval in 2022, 2/13/22. Market adjustments will be implemented immediately prior to the delayed GSA.**

1. Any market or equity based salary range adjustments take effect, affecting salary range maximums and minimums only unless an employee's current rate is below the proposed new minimum. Employees will see the benefit of the new maximum rates as they receive progression increases, with those employees at/nearest the top of the current range seeing a benefit within the first year of the contract as they become eligible for a progression increase due to there being more "room" at the top of their range.

2. General Salary Adjustment is then applied.

After these two steps, salary ranges will be at their settled, 2022 levels.

SCOPE and Trainee salary ranges will be set to 90% of their parent job classification's salary range at min and max, or two grades lower if the parent job classification is on a pay grade. Individual pay rates remain subject to the County's current minimum wage of $20.00/hour.

Chemical Health Counselor

Rationale: pay equity (gender) and midpoint <100
Impact of market adjustment first year : 5 employees who are currently at their max rate

Current 2021 rate with offset: *$ 20.475778 - $28.094049*
TA to new 2021 salary rate with offset: $20.475778 - $28.950219

CSO - Union proposal 34-10

County rationale: pay equity (gender) and market mid <100
Impact of market adjustment first year : 1 employee who is currently at their max rate

Current 2021 rate with offset: *$18.377511 - $24.983085*
TA to new 2021 salary rate with offset: $20.00 - $29.597488

CSO, Senior - Union proposal 34-10

County rationale: pay equity (gender) and market mid <100
Impact of market adjustment first year : 4 employees who are currently at their max rate

Current 2021 rate with offset: *$17.546993 - $27.664322*
` *TA to new 2021 salary rate with offset $21.611406 - $32.644833*

CSO, Principal - Union proposal 34-10

County rationale: pay equity (gender) and market mid <100
Impact of market adjustment first year : 109 employees who are currently at their max rate

Current 2021 rate with offset: *$21.388812 - $31.666888*
TA to new 2021 salary rate with offset $23.837894 - $36.002247

Community Health Specialist

Rationale: Voluntary Turnover >15% in a job class with 20+ incumbents

Impact of market adjustment first year : 12 employees who are currently at their max rate

Current 2021 rate with offset: *$25.555339 - $35.066122*

TA to a new 2021 salary rate with offset: $25.555339 - $35.922882

Community Health Worker – Union proposal 34-13

County Rationale: pay equity (gender) and market midpoint <100

Impact of market adjustment first year : 45 employees who are currently at their max rate

Current 2021 rate with offset: *$17.358384 - $21.384526*

TA to new 2021 salary rate with offset $20.00 – $25.581293 (narrow range)

Community Health Worker, Senior - U34-13

County rationale: aligns with WIC job classification that is being adjusted. See below

Impact of market adjustment first year : 19 employees who are currently at their max rate

Current 2021 rate with offset: *$19.90138 - $29.811884*

TA to new 2021 salary rate with offset: $20.510237 - $31.018262

Dental Asst - Union Proposal U34-13 - TA

County rationale: market midpoint less than 90

Impact of market adjustment first year : 14 employees who are currently at their max rate

Current 2021 rate with offset: *$18.411804 - $26.97526*

TA to new 2021 salary rate with offset: $20.00 - $29.584310

Dental Hygienist - County Proposal

Rationale: market midpoint less than 90

Impact of market adjustment first year : 7 employees who are currently at their max rate

Current 2021 rate with offset: *$26.977403 - $42.011405*

TA to new 2021 salary rate with offset: $30.379432 - $45.904.571

Health Care Quality Improvement Specialist (vacant) – County Proposal

Rationale: vacant job, no cost to move it to a market grade, pay equity (gender) and midpoint <100

Current 2021 rate with offset: *$27.378195 - $39.050471*

TA to new 2021 salary rate with offset: $27.528556 - $41.610314

HSR - Union proposal 34-9

County rationale: market midpoint less than 90

Impact of market adjustment first year: 15 employees who are currently at their max rate

Current 2021 rate with offset: *$20.278597 - $27.36855*

TA to new 2021 salary rate with offset: $20.278597 - $29.577915

HSR, Senior – U-34-9, and U34-13

Rationale: “sibling class” within the HSR series
Impact of market adjustment first year: 254 employees who are currently at their max rate
Current 2021 rate with offset: *$19.21446 - $34.752132*
TA to new 2021 rate with offset: $23.763634 - $35.927987

Interpreter - Union Proposal U34-13 TA
County rationale: market midpoint less than 90
Impact of market adjustment first year: 0 employees who are currently at their max rate
Current 2021 rate with offset: *$18.154611 - $26.540175*
TA to new 2021 rate with offset: $20.00 - $28.161722

Medical Assistant - Union proposal – U34-13
County rationale: pay equity (gender) and midpoint <100
Impact of market adjustment first year: 17 employees who are currently at their max rate
Current 2021 rate with offset: *$17.836335 - $24.171856*
TA to new 2021 rate with offset: $20.00 - $25.443053 (narrow range)

Nurse, LPN - Union Proposal U34-13
County rationale: pay equity (gender) and midpoint <100
Impact of market adjustment first year: 6 employees who are currently at their max rate
Current 2021 rate with offset: *$19.728846 - $27.49286*
TA to new 2021 rate with offset: $20.00 - $28.146231

Nurse, Public Health – County Proposal -
Rationale: pay equity (gender) and midpoint <100
Impact of market adjustment first year: 72 employees who are currently at their max rate
Current 2021 rate with offset: *$27.378195 - $47.482115*
County proposal: new 2021 rate with offset: $33.460872 - $50.577337

Social Worker - Union proposal U34-8 -
County rationale: pay equity (gender) and market midpoint <100
Impact of market adjustment first year: 76 employees who are currently at their max rate
Current 2021 rate with offset: *$27.51215 - $34.253822*
County Proposal new 2021 rate with offset: $27.512215 - $39.677417

Social Worker, Senior - Union proposal U34-8
County rationale: pay equity (gender) and market mid <100
Impact of market adjustment first year: 223 employees who are currently at their max rate
Current 2021 rate with offset: *$27.97081 - $40.289284*
County proposal new 2021 rate with offset: $28.964074 - $43.749922

Social Worker, Child Protection – Union U34-8
County rationale: pay equity(gender) & market mid <100

Impact of market adjustment first year: 44 employees who are currently at their max rate

Current 2021 rate with offset: *$27.035271 - $45.122368*

County Proposal new 2021 rate with offset: *$31.936232 - $48.237628*

Social Worker, Psych - Union U34-8

County rationale: pay equity(gender) & market mid <100

Impact of market adjustment first year : 0 employees who are currently at their max rate

Current 2021 rate with offset: *$27.738266 - $38.117075*

County Proposal new 2021 rate with offset: $27.738266 - $39.613812

Social Worker, Psych Sr. - Union U34-8

County rationale: pay equity (gender) & market mid <100

Impact of market adjustment first year : 47 employees who are currently at their max rate

Current 2021 rate with offset: *$27.738266 - $44.134319*

County Proposal new 2021 rate with offset: *$30.437300 - $45.962439*

Sterile Proc Tech - Union Proposal U34-13

County rationale: market midpoint less than 90

Impact of market adjustment first year : 1 employees who are currently at their max rate

Current 2021 rate with offset: *$17.194424 - $21.534555*

TA to new 2021 rates with offset: $20.00 - $23.173598

WIC Public Health Nutritionist - U34-13

County rationale: pay equity (gender) and market mid <100

Impact of market adjustment first year : 17 employees who are currently at their max rate

Current 2021 rate with offset: *$19.90138 - $29.811884*

TA to new 2021 rates with offset: $20.531309 - $31.039334

Case Management Assistant - U34-13

Current 2021 rate: *$18.918689 - $28.910636*

TA to move the minimum rate for 2021 to $20

Record Info Spec –U34-13

Current 2021 rate: *$18.918689 - $28.489483*

TA to move the minimum rate for 2021 to $20