



# SUMMARY OF SAN BERNARDINO COUNTY EMPLOYEES TENTATIVE AGREEMENT 2019-2023


## ALL UNITS

### ACROSS THE BOARD WAGE INCREASE:


 a. 2.50% - Effective the pay period following Board approval of the MOU the County shall provide all classifications covered by the MOU with a two and one-half percent (2.50%) across the board salary increase.

 b. 2.50% - Effective July 18, 2020, the County shall provide all classifications covered by the MOU with a two and one-half percent (2.50%) across the board salary increase, subject to the following:

If assessed values are less than a two percent (2.00%) increase in the 2018/2019 fiscal year from the 2017/2018 fiscal year and/or if the state or federal governments change funding allocations or reduce funding for the In-Home Support Services program (e.g., the Maintenance of Effort inflation factor is increased above four percent, etc.) then the County shall have the right to meet and confer with Teamsters Local 1932 over its financial ability to fund this increase, provided that any modification of this agreement must be by mutual written consent. If the parties are unable to reach an agreement by July 18, 2020, the increase due on that date shall be deferred until January 18, 2021, or as otherwise agreed by the parties in the meet and confer process.

 c. 2.50% - Effective July 31, 2021, the County shall provide all classifications covered by the MOU with a two and one-half percent (2.50%) across the board salary increase, subject to the following:

If assessed values are less than a two percent (2.00%) increase in the 2019/2020 fiscal year from the 2018/2019 fiscal year and/or if the state or federal governments change funding allocations or reduce funding for the In-Home Support Services program (e.g., the Maintenance of Effort inflation factor is increased above four percent, etc.) then the County shall have the right to meet and confer with Teamsters Local 1932 over its financial ability to fund this increase, provided that any modification of this agreement must be by mutual written consent. If the parties are unable to reach an agreement by July 31, 2021, the increase due on that date shall be deferred until January 31, 2022, or as otherwise agreed by the parties in the meet and confer process.

 d. 3.00% - Effective July 30, 2022, the County shall provide all classifications covered by the MOU with a three percent (3.00%) across the board salary increase, subject to the following:

If assessed values are less than a two percent (2.00%) increase in the 2020/2021 fiscal year from the 2019/2020 fiscal year and/or if the state or federal governments change funding allocations or reduce funding for the In-Home Support Services program (e.g., the Maintenance of Effort inflation factor is increased above four percent, etc.) then the County shall have the right to meet and confer with Teamsters Local 1932 over its financial ability to fund this increase, provided that any modification of this agreement must be by mutual written consent. If the parties are unable to reach an agreement by July 31, 2021, the increase due on that date shall be deferred until January 31, 2023, or as otherwise agreed by the parties in the meet and confer process.

It is understood and agreed that that prior to the 2022 across the board increase the Local Union may reopen with the County to meet and confer on its desire to divert up to 1.00% of the upcoming

across-the-board increase to healthcare costs. Teamsters Local 1932 shall provide the County timely notice at least 120 days prior to July 30, 2022 so that the parties can meet and confer.

The base salary ranges and rates shall be applicable on the dates indicated for all classifications in these Units. (See Appendix B for individual classification listing.)

**NEW**

**EQUITIES:** Please refer to attachment

**NEW**

**MINIMUM WAGE RESTRUCTURE:**

**Section 1 – Minimum Wage Restructure in Year 2020**

Effective January 1, 2020, the County shall establish eight (8) new salary ranges (“M” ranges) in which step one of each range is at or above the new State Minimum Wage of \$13 per hour. Employees on current salary range 26T or below on December 31, 2019, shall be assigned to a new “M” salary range. Employees shall be placed on a step in that new range that is equal to or closest to their salary on December 31, 2019, provided that the new salary is not less than their then current salary. If the closest new hourly rate is \$0.01 or \$0.02 (as applicable) less than their then current salary, the employee shall be placed on an “X” step. Employees shall remain on the “X” step until the next scheduled step advancement at which time the employee shall move to the next higher step. Service hours for the purposes of receiving their next merit advancement shall not be reset. Below are examples of how employees will move to “M” salary ranges effective January 1, 2020 (See attached Minimum Wage Restructure Table Year 1. Salaries used in examples below and in attached table assume a 2.5% across-the-board salary increase):

Example 1: A Probation Food Service Worker on step 2 of current salary range 23 (\$12.89/hour) will move to step 1 (\$13.66/hour) of new salary range 4M, resulting in a salary increase of approximately 8.7%.

Example 2: A Custodian I on step 4 of current salary range 22 (\$13.21/hour) will move to step 1 (\$13.49/hour) of new salary range 3M, resulting in a salary increase of approximately 2.1%.

Example 3: A Linen Room Attendant on step 13 of current salary 13C (\$13.78/hour) will be placed on an “X” step because closest step on new salary range 3M is \$13.77. The employee shall remain on the “X” step until employee’s next scheduled step advancement, at which time employee will move to step 5 (\$14.11/hour) of new salary range 3M, resulting in a salary increase of approximately 2.4%.

Example 4: A Nursing Attendant on step 6 of current salary range 22 (\$13.84/hour) will move to step 2 (\$13.84/hour) of new range 3M. No salary increase.

**Section 2 – Minimum Wage Restructure in Year 2021**

Effective January 1, 2021, the County shall establish five (5) additional “M” salary ranges. Step one of each new and previously established “M” range shall be at or above the new State Minimum Wage of \$14 per hour. Employees shall be placed on a step in that new range that is equal to or closest to their salary on December 31, 2019, provided that the new salary is not less than their then current salary. If the closest new hourly rate is \$0.01 or \$0.02 (as applicable) less than their then current salary, the employee shall be placed on an “X” step. Employees shall remain on the “X” step until the next scheduled step advancement at which time the employee shall move to the next higher step. Service hours for the purposes of receiving their next merit advancement shall not be reset. Below are some examples of how employees will move to the new “M” salary ranges (See attached Minimum Wage Restructure Table Year 2. Salaries used in examples below and in attached table assume an additional 2.5% across-the-board salary increase):

Example 1: An Office Assistant II on step 14 (top step) of current salary range 27A (\$19.75/hour) will move to the top step (\$19.98/hour) of new salary range 5M, resulting in a salary increase of approximately 1.2%.

Example 2: A Care Assistant on step 9 of current salary range 28 (\$18.11/hour) will move to step 10 (\$18.43/hour) of new salary range 7M, resulting in a slight salary increase of approximately 1.8%.

Additionally, employees on “M” ranges established on January 1, 2020, who are on a step that is below the \$14 State Minimum Wage, will move up to the next highest step. For example, a Custodian I on step 1 (\$13.83/hour) of range 3M will move to new step 1 (\$14.11/hour) of range 3M of salary schedule effective January 1, 2021, resulting in a salary increase of approximately 2.0%. Service hours for the purposes of receiving their next merit advancement shall not be reset.

### **Section 3 – Minimum Wage Restructure in Year 2022**

Employees on “M” salary ranges, who are on a step that is below the \$15 State Minimum Wage effective January 1, 2022, will move up to the next highest step. For example, Custodian I on step 3 (\$14.54/hour) of range 3M will move to the new step 1 (\$15.19/hour) of range 3M of salary schedule effective January 1, 2022. Service hours for the purposes of receiving their next merit advancement shall not be reset.

### **DIFFERENTIALS (ADDITIONS TO EXISTING LANGUAGE):**

**NEW**

#### Section 1 – After Hours Hotline Supervisor

Supervising Social Service Practitioners in the Department of Aging and Adult Services designated to take on-call telephone calls and provide support regarding elder/dependent adult endangerment issues, while working beyond the regular hours of the After Hours Abuse Hotline, shall be paid \$12.00 in lieu of overtime compensation or compensatory time for each hour of assigned duty.

#### Section 4 – Shift Differentials

##### (a) Evening and Night Shift Differentials (INCREASED)

\$1.20 per hour over and above base hourly rate for shifts between 6 p.m. – 12 a.m.

\$1.70 per hour over and above base hourly rate for shifts between 12 a.m. – 8 a.m.

##### (b) Medical Support Differentials (INCREASED)

\$3.35 per hour over and above base hourly rate for shifts between 12 a.m. – 8 a.m.

#### Section 8 – Maintenance Mechanics, Painter I, and Electrician Detention Center

NEWLY ADDED CLASSIFICATIONS - Maintenance Supervisor, Painter I, and Electrician

#### Section 12 – Compensation Limitation

Language has been removed from the Contract

#### Section 12 (NEW) – Child Abuse Hotline (CAHL) Child Welfare Services Manager (CWSM) After Hours Assignment Differential

Language now reads Initial Response Operations (IRO) instead of Child Abuse Hotline (CAHL)

#### Section 13 – Fundamental Payroll Certification

Language changed to read ACT Payroll Technician instead of ACR Payroll Technician

#### Section 14 – Supervising Attorney Differential

This differential will be discontinued, but the County shall roll the 5% into the base rate of pay of the Supervising Child Support Attorney, Supervising Deputy District Attorney, and Supervising Deputy Public Defender.

Section 16 – POST Differential (EXPANDED LANGUAGE)

\$1.75 per hour Supervisory Post Certificate Differential for Sheriff's Supervising Communications Dispatcher, Sheriff's Communication Manager, and Sheriff's Communications Administrator

Section 19 – Detention Facility Differential

NEWLY ADDED CLASSIFICATION – Clinical Assistant

Section 22 – Longevity Pay (EXPANDED LANGUAGE)

Probation Director I and II, in lieu of the one-half percent match to the 457 (b) Deferred Compensation Plan, will be eligible to receive 2% longevity pay above the base rate of pay based on 41,600 continuous service hours with the County.

Section 26 – Medical Imaging Specialty Differential (EXPANDED LANGUAGE)

All eligible techs that perform X-rays in two or more of the following specialty areas (CT, MRI, IR, Cath Lab, or Angio) will be eligible to receive a 5% differential above their base hourly rate for all hours actually worked, up to their standard hours per pay period.

Section 27 – Chemotherapy Certification Pay (NEW)

Any Unit Manager or Assistant Unit Manager I that maintains appropriate certifications and required to regularly administer chemotherapy treatments shall receive certification pay of \$1000 per year, payable in semi-annual installments.

Section 28 – Correctional Certification Differential Probation and Sheriffs (NEW)

\$1.00 per hour Correctional Certification differential has been established for employees in the classification of Supervisory Correctional Nurse I and II, and Sheriff's Nurse Supervisor I and II who attain and maintain a certificate as a Correctional Health Professional – RN (i.e. CCHP – RN), for all hours actually worked, up to their standard hours per pay period.

Section 29 – American Institute of Certified Planners Differential (NEW)

\$0.50 per hour Institute of Certified Planners Differential has been established for employees in the classification of Planner Trainee, Planner I, II and III, Supervising Planner, and Planning Manager who attain and maintain a certificate as a American Institute Certified planner, for all hours actually worked, up to their standard hours per pay period.

Section 30 – DNA Lead Differential (NEW)

\$1.00 per hour DNA Lead Differential has been established for the Criminalist III who is assigned DNA Lead employee, for all hours actually worked, up to their standard hours per pay period.

Section 31 – Canine Officer Pay (NEW)

Victim Advocate II's assigned to the District Attorney 's Office who are assigned to care for a Department Canine will be compensated eight (8) hours of pay each pay period at the base rate of pay. Time will be considered hours worked for the purposes of calculating overtime.

Section 32 – Community Crisis Response Team (CCRT)

\$2.00 per hour Community Crisis Response Team Differential has been established for employees in the classification of Mental Health Clinic Supervisor regularly assigned to the Community Crisis Response Team for all hours actually worked, up to their standard hours per pay period

Section 33 – Sheriff's Crime Scene Specialist International Association for Identification Certification Differential

Sheriff's Crime Scene Specialist I, II, III, Lead and Supervisor who attain and maintain any certification listed below will receive one of the following differentials up to their standard hours per pay period:

Crime Scene Investigator Certification – 1% above base hourly rate

Crime Scene Analyst Certification – 2.5% above base hourly rate  
 Senior Crime Scene Analyst Certification – 3.5% above base hourly rate

Section 34 – Tenprint Fingerprint Certification Differential (NEW)  
 Fingerprint Examiner II's who attain and maintain a Tenprint Fingerprint Certification shall receive 2% of employee's base hourly rate and paid for all hours actually worked, up to their standard hours per pay period. This differential will not be cumulative with the Latent Print Certification Differential.

Section 35 – Latent Print Certification Differential (NEW)  
 Latent Print Examiners' who attain and maintain a Latent Print Certification shall receive 3.5% of employee's base hourly rate and paid for all hours actually worked, up to their standard hour per pay period. This differential will not be cumulative with the Tenprint Fingerprint Certification Differential.

**RETIREMENT MEDICAL TRUST FUND**

**Section 2 – Sick Leave Conversion Formula**

**MANAGEMENT UNIT AND MANAGEMENT LEVEL NURSES IN THE NURSES SUPERVISORY AND MANAGEMENT UNIT i.e., CLINICAL DIRECTOR II, CLINICAL DIRECTOR I, UNIT MANAGER, CLINIC UNIT MANAGER**

Effective the pay period following Board approval of the MOU, the following conversion formulas shall apply:

<b>Amount of Remaining Sick Leave Hours</b>	<b>Cash Formula Value</b>
241 to 480 hours	35%
481 to 600 hours	40%
601 to 720 hours	45%
721 to 840 hours	50%
841 to 1,400 hours	65%

**ALL UNITS, EXCEPT MANAGEMENT AND NURSES SUPERVISORY AND MANAGEMENT UNIT CLINICAL DIRECTOR II, CLINICAL DIRECTOR I, UNIT MANAGER, AND CLINIC UNIT MANAGER**

Effective the pay period following Board approval of the MOU, the following conversion formulas shall apply:

<b>Amount of Remaining Sick Leave Hours</b>	<b>Cash Formula Value</b>
241 to 480 hours	35%
481 to 600 hours	40%
601 to 720 hours	45%
721 to 840 hours	50%
841 to 1,300 hours	65%

**ALL UNITS**

**Section 3 – County Contributions**

Effective the pay period following Board approval of the MOU, the County will contribute, on behalf of employees with more than ten (10) years of continuous County service in a regular position, an amount equal to one and one-half percent (1.50%) of such employees' base biweekly salary to the Trust. Employees who have completed more than fifteen (15) years of continuous County service in a regular position shall have an amount equal to two percent (2.00%) of their base

biweekly salary contributed to the Trust by the County. Employees who have completed more than twenty (20) years of continuous County service in a regular position shall have an amount equal to two and one-half percent (2.50%) of their base biweekly salary contributed to the Trust by the County. Contributions to the Trust shall not be considered earnable compensation.

ALL UNITS

**NEW**

### **Section 5 – Meet and Confer**

Upon the request of Teamsters Local 1932, the County agrees to meet and confer with Teamsters Local 1932, subject to the requirements of the MMBA and any applicable laws, to discuss any proposed modification for participation/funding/eligibility in the County's RMT or participation/funding/eligibility of any agreed-upon retiree health component of the Teamsters-sponsored Healthcare Trust.

## **SUMMARY OF TENTATIVE AGREEMENT ON LANGUAGE**

### **ACCESS TO PERSONNEL RECORDS**

The County recognizes Teamsters Local 1932's ability to obtain and/or review employees personnel records or data, balancing the employee's privacy interest and the Union's need for the requested relevant and necessary information.

### **ACCESS TO WORK LOCATIONS**

Teamster Representatives will be granted access to work locations during regular working hours to investigate and process grievances or appeals or meet with members for the purpose of representation in relations with the County.

### **ADMINISTRATIVE LEAVE**

Clarifies when an employee is not in a paid status

### **AGREEMENT INCENTIVE**

All eligible employees have received this payment therefore this article has been deleted from the MOU

### **ANNUAL LEAVE AND ATTORNEY LEAVE**

Clarifies when an employee is not in a paid status.

### **ARMC COMPACTION**

The County agrees to meet within 30 days of a Teamsters Local 1932 request to review any classification at ARMC that the Union believes will, on an ongoing basis, be at least 5% below total compensation (excluding differentials, such as longevity) than the classification they supervise. If the parties have not reached a mutual agreement within 90-days, the parties agree to proceed through the dispute resolution process.

### **ANNUAL LEAVE AND ATTORNEY LEAVE**

Clarifies when an employee is not in a paid status.

### **AUTHORIZED EMPLOYEE REPRESENTATIVE**

Section 1 – Authorized Employee Representative

The County must inform the employee of the type of impropriety prior to conducting an investigative interview and allow the employee and the representative an opportunity to meet privately about the subject of the impending interview.

Section 2 – Handling of Grievance and Disciplinary Proceedings

Authorized employee representatives or alternates may investigate a formal grievance and represent the employee at the grievance or disciplinary proceedings, including Skelly hearings. This does not preclude the representative from bringing one additional steward to a meeting for the purpose of training.

Section 3 -

Eighty-seven (87) authorized employee representatives or alternates will be permitted to attend ERC meetings on County time, for no more than two hours per month.

### **BILINGUAL COMPENSATION**

Paragraph (a) has been deleted from this article.

### **BOOT/SPECIALIZED FOOTWEAR ALLOWANCE**

Employees in regular positions required by the appointing authority to purchase and wear boots/specialized footwear will be compensated \$125.00 for any cost associated with the purchase or replacement.

Additional Eligible Classifications: Storekeeper, Stores Specialist, Stores Supervisor II, Electrician, Painter I and II, Sheriff's Maintenance Mechanic, General Maintenance Mechanic, Building Inspector II and III, and Regional Building Inspector Supervisor.

### **CLASSIFICATION**

The County will determine classification changes within 180 days to 240 days of receipt of the classification review request. The County shall notify Teamsters Local 1932 in instances where the request may exceed 240 days. Further, the County shall provide Teamsters Local 1932 with periodic status updates on classification studies/reviews.

In recognition that classification appeals can impact the terms and conditions of employment for Teamster represented employees, only Teamsters Local 1932 shall be permitted to file classification appeals.

### **DEFERRED COMPENSATION**

Enrollment has been clarified in regard to time frames for those eligible to participate in the County's 457 Deferred Compensation plan. Participating employees may withdraw from the plan at any time.

### **DEFINITIONS**

Fiscal Year now reads- Ordinarily refers to pay period 15 of one year through pay period 14 of the following year.

### **DEMOTIONS**

Added language regarding waiving of the probationary period

### **EMPLOYEE RIGHTS**

Applies to all units to coincide with current laws.

### **EXPENSE REIMBURSEMENT**

Language is more defined, please refer to the Complete Tentative Agreement for changes to this article

### **EXTRA-HELP/RECURRENT EMPLOYEES**

Clarification that employees are not covered by the MOU

### **FULL UNDERSTANDING, MODIFICATION AND WAIVER**

Changes made to this article are for the purpose of clarification and cleanup.

### **GRIEVANCE PROCEDURE**

#### Section 2 – Definition of a Grievance

Group grievances are now defined as, and limited to, those grievances that allege more than one employee suffered harm under similar facts and circumstances within the grievance filing period.

#### Section 8 – Step 6 Arbitration

(e) Arbitrators shall be final and binding unless there is a financial impact of greater than \$10,000, in which case it shall be subjected to approval of the Board of Supervisors.

Section 9 – Unfair Labor Practices/Unit Changes

ULP's shall be adjudicated by PERB and unit modification and unit determination disputes shall be adjudicated pursuant to the County's ERO.

Section 11 – Disciplinary Hearings

(b) Non-formal Discipline- (NEW)

If a mutually acceptable solution of a nonformal discipline (e.g. memos of counseling, personnel reports, records of discussion, and other such documents) is not reached, a written rebuttal can be submitted to assigned HRO and request to schedule a meeting to discuss reconsideration.

**HYBRID PENSIONS OPTION**

Both parties agree to establish a working group, along with SBCERA, to discuss a hybrid pension option for newly hired employees who prefer to participate in this option in lieu of a traditional pension option.

**LABOR MANAGEMENT TASK FORCE**

Open for all units, to now include discussions on workload/caseload distribution

**LAYOFF**

Newly added: Definition of Temporary Layoff; Notification must now be 15 days prior to the layoff; Order of layoff is more defined; & Reinstatement rights have been added to Employees Rights while on layoff.

**LEAVE PROVISIONS**

Section 1 – Sick Leave

Definition of "Family member" now includes grandparent, grandchild and sibling.

Birth/Adoption now includes time for the non-delivering parent to use accumulated sick leave.

"40 Time" and "4850 Time" more clearly defined under (g) Workers' Compensation

Section 2 – Bereavement Leave

"Immediate" family member is no longer required for use of Bereavement leave. Family member definition now includes: grandparent, grandchild and sibling.

Section 11 – Examination Time

Added "employees who do not have regular status but have previously held regular status and continuously remained a County employee are eligible to Examination Time". Employees who do not have access to a computer need to contact the Human Resources for assistance. Clarified employees will not be compensated if the employee completes the exam on their own time, (i.e. online exams).

**LIFE INSURANCE**

Employees to be in a paid status during a pay period to be eligible for County paid term life insurance premiums. The Classifications of: Clinical Direct I and II, Unit Manager and Clinic Unit Manager have been added in the \$25,000 Tier.

**LOW CENSUS**

Language to establish an order of relief from duty, due to conditions of low patient census at ARMC.

**MEDICAL EMERGENCY LEAVE**

Clarified Interpretation to: (c) An employee is not eligible for Medical Emergency Leave if he or she is receiving Workers' Compensation wage replacement (e.g., coding TTD, etc.).

**MEAL AND BREAK PERIODS**

Now also clarified as duty-free.

**MEDICAL AND DENTAL COVERAGE**

Section 5 – Eligibility for MPS and DPS While on Leave



Added "Employees who are still on workers' compensation after the expiration of the initial 20 pay periods shall continue to receive MPS and DPS provided the employee is fully integrating appropriate paid leave time."

**MEMBERSHIP DUES DEDUCTIONS**

New Article- to comply with the current laws and replace Modified Agency Shop, Payroll Deductions and the Side letter of Agreement dated 9.7.16.

**MERIT ADVANCEMENTS**

New Language: Probationary and other employees without regular status may receive merit advancements following 1,040 service hours at the new step, provided the employee receives at least an overall rating of "Meets Job Standards."  
Employees can contact a Payroll specialist to have an immediate supervisor complete the WPE within 15 working days. If not completed, the employee shall submit a written request to the department HRO. If it is not completed within 30 additional working days, the employee shall be granted the merit increase retroactive to the original step advancement eligibility date.

**MINIMUM WAGE RESTRUCTURE**

New Article:

Section 1 – Minimum Wage Restructure in Year 2020

January 1, 2020, the County will establish 8 new salary ranges ("M" ranges) in which step one of each range is above the new State Minimum Wage of \$13 per hour

Section 2 – Minimum Wage Restructure in Year 2021

January 1, 2021, the County will establish 5 additional "M" salary ranges. Step one of each new range and previously established "M" range shall be at or above the new State Minimum Wage of \$14 per hour.

Section 3 - Minimum Wage Restructure in Year 2022

January 1, 2022, Employees on "M" salary ranges, who are on a step that is below the \$15 State Minimum Wage, will move up to the next highest step.

**MODIFIED BENEFIT OPTION**

See detailed Tentative Agreement

**NEW EMPLOYEE ORIENTATION**

New Article: Gives Teamsters Local 1932 the ability to meet with Teamsters Local 1932 bargaining unit employees to present information about the Union.

**NON-DISCRIMINATION**

Language now reads: Neither the County or the Union shall unlawfully discriminate against any employee because of race, color, ancestry, sex, sexual orientation, age, physical or mental disability, medical condition, national origin, political, religion, or other basis as required by federal, state, or local law.

**OBLIGATION TO SUPPORT**

Replaced "Association" with "Union"

**OVERTIME**

Corrections made to reflect changes made during the Nurses Supervisory and Management Unit reorganization.

**PAY PERIOD**

If the payday falls on a holiday, checks will be disturbed no later than the following business day.

## **PAYROLL ADJUSTMENTS**

Extensions to the period for repayment of the overage may be requested by the employee or at an employee's request by a Teamsters representative.

Employees who are underpaid by 7 ½% or more of their base pay, through no fault of their own, may request on-demand payment. The Auditor-Controller shall pay the employee the amount due within 2 working days of receipt of the request for the on-demand pay.

## **PREHEARING DISCUSSIONS**

Both parties agree to discuss any matters within the appeal jurisdiction of the Civil Service Commission for adjudication, other than disciplinary matters, prior to submitting any matter of the MOU, or prior to filing a civil lawsuit.

## **PROBATIONARY PERIOD AND TRAINEE APPOINTMENTS**

### Section 1 – Probationary Period

Bargaining Units and Exceptions under the probationary period are clearly defined

### Section 2 – Trainee Appointments (NEW)

Appointments to the higher classification are subject to a probationary period. An employee who meets the requirements of the journey level position prior to the end of the specified trainee period may be promoted at the discretion of the Appointing Authority

## **PROMOTIONS**

Added language regarding “Non-Selection”. The County will attempt to notify internal County candidates who are not selected as soon as practical. Candidates that are not selected may schedule a meeting with the HRO within 10 working days of receiving notice. The HRO shall provide reasons the employee was not selected and will provide feedback on how an employee can improve their performance for future promotions.

## **RECRUITMENT AND REFERRAL BONUS PROGRAMS**

Employees now will receive the 2<sup>nd</sup> installment of the recruitment and referral bonus if the employee is “Meets Standards” for the period that covers the 2<sup>nd</sup> installment.

## **RECRUITMENT/RETENTION SALARY**

This article was not intended to exceed the term of the MOU, therefore it has been deleted from the MOU. Parties have agreed to salary rates and step advancements which provides a process for the HR Director to consider step and salary adjustments.

## **REEMPLOYMENT**

Language is more defined, please refer to the Complete Tentative Agreement for changes to this article

## **RELOCATION ASSISTANCE**

(b) Recruitment Relocation Assistance - Eligibility now begins at 250 miles if the relocation is from outside San Bernardino

## **REMOTE ASSIGNMENT INCENTIVE**

County agrees to maintain language and agreed to remove (d) this article may be deleted by the County at the conclusion of this agreement.

## **RETIREMENT SYSTEM CONTRIBUTIONS**

Paragraphs were deleted to comply with PEPRA.

## **RETURN-TO-WORK COMENSATION**

There are now 4 types of return-to-work compensation covered by this article:

1. On-Call
2. Standby
3. ARMC Critical On-Call

#### 4. Call-Back

Please refer to the Complete Tentative Agreement for changes to this article

#### **SAFETY COMMITTEE “New Article”**

A county-wide Safety Committee shall be established for the purpose of discussing safety related concerns in the workplace. Committee shall be composed of up to 6 employees from various departments selected by the Teamsters Local 1932.

#### **SALARY RATES AND STEP ADVANCEMENTS**

Employees will be eligible for step advancement after completion of increments of 1,040 hours, until the top step of the range is reached. Employees who have at least 1,040 hours, from their most recent step advancement, will immediately be eligible to advance to the next step. After receiving that step advancement, the employee will be eligible again after completion of increments of 1,040 hours. An appointing authority may request, with adequate justification, a salary step or salary rate adjustment subject to a recommendation of the Dir. Of Human Resources and final approval of the Chief Executive Officer or his/her designee.

#### **SUCCESSORS**

In the event the County contemplates a merger, sale, permanent closure, leasing, assignment, divestiture, or other transfer of ownership and/or management of operations, the Union shall be notified in writing forty-five days prior to Board action.

Upon such notice, the Union and the County will promptly meet at the Union's request to engage in good faith bargaining over the impact of such change (e.g. job security, union recognition, etc.)

The Hospital shall not use any merger, sale, permanent closure, leasing, assignment, divestiture, or other transfer of ownership and/or management of operations for the purpose of evading the term of this Agreement.

#### **TEMPORARY PERFORMANCE OF HIGHER LEVEL DUTIES**

Language is more defined, please refer to the Complete Tentative Agreement for changes to this article

#### **TIME AND LABOR REPORTS**

Electronic time sheets will normally be completed and required to be electronically signed and submitted by the employee each pay period. By signing such time sheet, the employee acknowledges the information provided is accurate. Employees will be notified whenever any electronic time sheet is submitted or changed without the employees' signature. The Department shall submit the employee's time sheet in cases where the employee is on a leave (e.g. medical leave, vacation, etc.)

#### **TOOL ALLOWANCE**

Language is more defined, please refer to the Complete Tentative Agreement for changes to this article

#### **TRANSITIONAL PAY**

Additional 2% for a total of 10% at 62,400 (30 years) Continuous Completed Pay Service Hours

#### **TUITION LOAN REPAYMENT PROGRAM**

New Article: Employees with two or more years of continuous service hours in the Nurses Supervisory and Management Unit will be eligible as of July 1, 2020 to apply for tuition loan repayment. Payment shall not exceed the total of \$7,500 per employee, unless claims against Unit Tuition Loan Fund do not exceed the annual allowance.

#### **TUITION REIMBURSEMENT AND MEMBERSHIP DUES**

Language is more defined, please refer to the Complete Tentative Agreement for changes to this article

#### **UNIFORMS**

Language is more defined, please refer to the Complete Tentative Agreement for changes to this article

**USE OF BULLETIN BOARDS**

Clarification as to what is not allowed to be posted on bulletin boards.

**WORK DISRUPTION**

Sick-Out was added to the work disruptions language.