

Teamsters Local 150 and County of Solano – Bargaining Unit 1 – First Proposal  
8/19/2022

Teamsters Local 150 provides this First Proposal with the understanding that the Union may modify, add, withdraw and/or amend this Proposal up to and until a final Memorandum of Understanding (MOU) is ratified by the members.

This First Proposal is done in track changes for ease of review and Article Titles which are highlighted in green signify Articles that the Union does not anticipate any changes to the current MOU at this time and Article Titles highlighted in yellow signify Articles that the Union is seeking changes.

Below is an Index of the Articles in which the Union is seeking modifications at this time

ARTICLE	PROPOSED CHANGE
Article 3 – Union Security and Rights	Delete section 3.5 Programming Fee; Obsolete in Union’s view
Article 5 – Salaries	<p>Wage Proposal:</p> <p>Union seeks COLAs of 4%/4%/4% and Equity Adjustment each year of 11%/3.5%/3.5%. The 18% equity adjustment over 3 years is lower than what it would take to bring us to the Bay Area Salary Average. With the COLAs and Equity Adjustments the total we are seeking is 15%/7.5%/7.5% as follows:</p> <ol style="list-style-type: none"> <li>1. 15% upon adoption</li> <li>2. 7.5% 10/22/23 (first day of pay period)</li> <li>3. 7.5% 10/20/24 (first day of pay period)</li> </ol>
Article 5 – Salaries	<p>Modify 5.3 – Agree to modify 5.3 that after 2 years should come back at same step or higher – not lower step; also if come back after 180 days you retain seniority</p> <p>Modify 5.4 Merit increases to Step Increases and make Step increases the same for all bargaining unit members</p>
Article 5 – Salaries	Modify 5.7 to Promotions based on established benchmarks related to time spent in Class and type of cases being handled **this is a work in progress and Union is open to discussion on this
Article 5 – Salaries	Modify 5.9 Longevity Pay to 2.5% increase in years 5, 10, 15, 20, 25 and 30; deleting year 35
Article 6 – Benefits	Modify 6.3 to increase County contribution from 75% to 85%

Article 6 – Benefits	Modify 6.3 to increase County contribution to Cafeteria Plan for employee plus two or more dependents from \$50.00 to \$100.00 to offset high family costs of medical
Article 6 – Benefits	6.7 Deferred Comp. Increase County match from \$5.00 to \$50.00  Hold on 6.10 – Retirement Plan – no expected changes.
Article 8 – Incentives and Differentials	Modify 8.1 to increase bilingual pay to \$110.00 per pay period
Article 8 – Incentives and Differentials	Modify 8.2 to increase standby rate to applicable minimum wage; also seek discussion on response in person or by phone
Article 9 – Vacation	Increase Vacation Accruals to:  From 160/240/320 to 240/320/400  Change cashout up to 80 hours and relax qualification for cashout to just have hours in bank
Article 14 – Holidays	Add to 14.2 two holidays:  Juneteenth Cesar Chavez Day
Article 16 – Layoff	Adjust to do layoffs by seniority
Article 20 – Hours of Work	Add to Article 20 greater Working for Home opportunities as follows:  The parties agree, given the high demands of the employees’ duties, employees shall be allowed to telework as much as possible taking into account their professional obligations and reasonable office needs. The parties agree that, at a minimum, all efforts will be made to add one (1) additional telework day for all represented employees. In order to effectuate this agreement the parties will convene Joint Labor Management committees for

	<p>each office (PD and DA) and agree to a policy to effectuate this agreement within ninety (90) days of adoption of this Memorandum of Understanding by the County Board of Supervisors.</p> <p>Additionally, recognizing the professional demands faced by represented employees, employees shall be allowed to leave the office and work from home once they finish all professional obligations. This agreement will also be effectuated by policy through the above JLM</p>
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