

IUOE - Stationary Engineers, Local 39  
and  
County of Solano

2022 Contract Negotiations

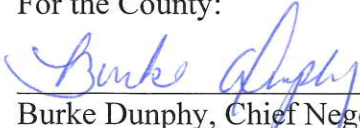
Tentative Agreement

7.3 Temporary Modified Duty Assignments

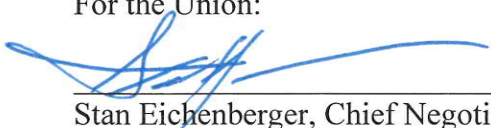
- A. If an assignment exists which the department head, in conjunction with the Director of Human Resources, deems may be filled on a temporary basis, first consideration shall be given to those industrially disabled employees within the department:
1. Whose authorized treating physician has indicated in writing that the employee is able to perform the duties of the temporary assignment; and
  2. Who has the capability and qualifications to perform the temporary assignment.
- B. The remuneration will be the employee's regular salary.
- C. The employee's department head will determine the assignment and its duration, but the employee shall return to his/her/their normal job as soon as released by his/her/their treating physician or is no longer temporarily disabled. Light duty is available for a maximum of eighteen (18) weeks. Department heads may extend light duty assignments, which are a result of a work related injury, beyond eighteen (18) weeks, on a case-by-case basis.
- D. If there is more than one industrially disabled employee eligible for a light duty assignment, first consideration shall be given to the employee with the most pertinent qualifications, skills, and abilities who has been off work the longest period of time without pay.
- E. After industrially injured employees have been considered, non-industrial disabled employees will be given a second consideration on the same basis as provided above.

The County and the Union reached tentative agreement on Monday, August 22, 2022.

For the County:

  
Burke Dunphy, Chief Negotiator

For the Union:

  
Stan Eichenberger, Chief Negotiator

Initials: County BD Union SE Date: 8/22/22