

SEIU Local 1021 Solano County Bargaining 2022

Union Proposal (ALL UNITS) #21

Date:

Time:

#### Language Added

~~Language removed~~

#### Emergency Leave

The County will approve five (5) days paid leave per eligible occurrence in any twelve (12) month period when the employee's primary residence located in California is in an evacuation zone or rendered uninhabitable due to fire, flood, or earthquake. Documentation must be provided within a reasonable period of time. If adequate documentation is not provided, leave will be charged against any of the employee's other paid time accruals.

**Commented [TC1]:** Similar to Marin County

#### Monitoring of the Air Quality

1. The County and the Union acknowledge the vital importance of maintaining proper air quality at worksites to minimize physical discomfort and promote a healthy working environment, as well as to provide a safe place for community members displaced in evacuations or other disasters.
2. To measure the Air Quality Index (AQI) indoors the county and the union will agree on an AQI indicator which will measure PM2.5. The AQI indicator will be placed inside each building.
  - a. In locations with multiple floors or segregated areas AQI indicators will be placed in each area.
  - b. For the purposes of determining the location for the installation of the AQI indicator, a committee including the site manager/department head, a representative of Local 1021, and a representative of the Facilities Office for that location.
3. For employees who work outdoors, AQI will be determined by a mutually agreed upon agency.
4. The County will maintain an air quality of PM2.5 concentration of 100 or lower. A staff member designated by Local 1021 in each unit shall be assigned the responsibility of inspecting the AQI indicator and of reporting any reading of PM2.5 concentration of 100 to the supervisor in charge of the building. Upon the report of a reading of PM2.5 concentration of 100, the steps noted in the section below shall be taken.

**Commented [TC2]:** Cal OSHA chart airnow

**Commented [3]:** <https://www.dir.ca.gov/DOSHPol/P&P C-48.pdf>

### Procedures During Air Quality Emergencies

1. At a PM2.5 level greater than 100, the county will provide adequate protective equipment during an air quality emergency, meeting at least the minimum standards as described by CAL-OSHA. Such equipment will be stored at worksites in advance of the emergency. The county will take measures to ensure equipment is available and in good condition on a regular basis.
2. In any worksite when the AQI indicator reaches PM2.5 level greater than 100 or above for at least two (2) consecutive hours, the staff member in charge shall notify the appropriate department head or their designee. The staff will begin closing procedures immediately upon notifying the department head or designee. The worksite may reopen when the worksite's air quality returns to the acceptable range defined in "Monitoring of the Air Quality."
  - a. If the worksite is scheduled to be closed within two hours of reporting, the employees will be released without loss of time or pay in accordance with the employee's professional status.
  - b. If the worksite is scheduled to be closed in over two hours of reporting, all scheduled staff who can perform their duties remotely will finish their workday by teleworking. All other scheduled staff will be reassigned to another worksite.
  - c. Those essential employees who continue working in an affected worksite which are prohibited from closure, such as those in 24-hour facilities, will receive compensatory time on a time and a half basis.
  - d. Staff members may be reassigned to other locations on succeeding days if the emergency continues.
  - e. Solano County will replace AQI Indicators every three (3) years or as needed.

**Commented [4]:** <https://www.dir.ca.gov/dosh/wildfire/wildfire-faq.html>

**Commented [5]:** section 5141.1 Protection from Wildfire Smoke

### Disaster Reimbursement

- 1) The county and the union recognize the necessity that some job classes may be required to perform essential duties at disaster sites. The county shall provide adequate safety and protective equipment in advance of deployment to the disaster site whenever possible. Any necessary equipment an employee must purchase due to the county's inability to provide such equipment will be reimbursed by the county.
- 2) During the performance of their disaster response duties, any personal equipment (including but not limited to uniforms, boots, respirators, etc.) that are damaged will be repaired or replaced at the expense of the county.

**Commented [TC6]:** Dae

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