

Tentative Agreement Summary

MODEST IMPROVEMENTS. NO ECONOMIC CONCESSIONS. BEAT BACK TAKE-AWAYS.

Ventura County's budget continues to be strained by the fall-out from the 2008-09 market collapse and subsequent recession which has resulted in flat tax revenues coupled with escalating VCERA costs. By the time we got to the bargaining table, other County unions had already reached agreement on multi-year contracts with no economic gains, making progress on economic issues even less viable.

Nonetheless, the negotiations did result in some modest improvements, and we were able to beat back the County's "takeaway" proposals: The agreement retains for the future a 16-person bargaining committee, which the County wanted to reduce to 6, and preserves key protections in the HSA Workload Standards article, which the County had proposed to eliminate entirely.

YOUR ELECTED BARGAINING COMMITTEE STRONGLY ENCOURAGES A "YES" VOTE FOR RATIFICATION.

Article 1 Term

26 months. The term is October 1, 2010 through December 1, 2012.

Article 4 Retirement

Employee Retirement Contributions

The mandatory employee retirement contributions (agreed to last year) will be implemented as a pre-tax deduction by January 9, 2011. *[already done]*

Retirement Incentive 30 Year Employees

The retirement incentive for 30-Year employees will be reduced from 4% to 1% of base pay (consistent with 3% reduction all other employees experienced in 2010).

Article 5 Hourly Rate of Pay

RMA Study (side letter)

The County will conduct a classification/ compensation review of all divisions in the Resource Management Agency to determine whether the Division's salary levels are internally aligned with respect to job duties, educational requirements and levels of responsibility.

Article 6 Other Benefits and Premium Pay

Inspector License

The County will reimburse bargaining unit members for the fees associated with obtaining Building Inspector Certificates issued by the International Code Council.

Market Based Premium Pay

Increases maximum Market Based Premium Pay for Pharmacists from \$20 to \$25, and from \$10 to \$15 for all other eligible classifications.

Article 12 Vacation

Vacation Usage

Employees may take vacations in increments of two hours.

Article 32 Human Services Workload Standards

The following provisions will be preserved in the new Article:

Workload Committee

The Human Service Agency (HSA) and SEIU Local 721 will continue the work of the Workload Committee forum to formulate work standards updated to reflect the current environment.

Workload Distribution

Within the parameters of geographical location, aid categories, and case assignment procedures, HSA will endeavor to distribute the workload equitably among employees.

Workload Adjustment

No worker will be required to carry a caseload more than twenty percent (20%) in excess of the average caseload. When a caseload of a worker is in excess of such a maximum at cutoff, the County will adjust the worker's caseload within thirty (30) days.

Lower Caseloads for Lead Workers

Workers performing the lead worker function in their respective units shall be assigned a caseload at least 5% below the standard.

Non-English-Speaking Cases

Where possible, non-English speaking cases shall be assigned to bilingual workers.

Caseloads & Performance-Related Discipline

In the event HSA is considering performance related discipline on any employee that carries a caseload, HSA will take into account the number of cases assigned to that employee.