

Contra Costa County - AFSCME, Local 512
2022 Comprehensive Tentative Agreement
Presented: 8/4/22

This package proposal is designed to address all outstanding proposals between the parties.

Accept C-12 Clean-Up Items – Presented 7/21/22

- Delete reference to Property Appraisers throughout MOU
- Update Section 20.9 – Supplemental Life Insurance to change the guaranteed issue amount from \$100,000 to \$150,000 (effective 1/1/2021)
- Section 20.16 – Partial Month: Update language to reflect payments made to HR not Auditor-Controller
- Re-order, re-number, and clean-up MOU sections as necessary.

Incorporate new and relevant current side letters into sections of the MOU and delete side letters

- Update Section 20 – Health, Life and Dental Care to incorporate changes to health and dental care. (Attachment B of Side Letter 2018/576 dated November 14, 2018)
- Add new Section 46.5 – Deferred Compensation Plan – Special Benefit for Hires After January 1, 2010 to clarify Engineering Technician Unit eligibility for deferred compensation special benefit. (Side Letter 2017/351 dated September 19, 2017)
- Update Section 46 – Engineering Technician Special Issues and Section 51 – Special Benefits to incorporate language from Side Letter 2021/378 dated October 27, 2021 changing the County contribution to deferred compensation.

County Proposals Withdrawn:

- C-11 CCC Return to Work Policy for Injury or Illness (Attachment D) – 8/4/22

Union Proposals Withdrawn:

- U3 – Special Benefits (Section 51) – 8/4/22
- U5 – Longevity Pay (Section 5.1.B) – 8/4/22
- U7 – Classification & Compensation Study (New Section 6) – 8/4/22
- U8 – Building Supervisor/Management Differentials (Section 5.16) – 8/4/22
- U9 – Remote Work (New Section 6.4) – 8/4/22
- U10 – Transfer & Reassignment (Section 23 & 39) – 8/4/22
- U15 – Pay Warrant Errors (Section 5.18) – 8/4/22
- U16 – Temporary Suspension of Accrual Limits in the Event of a Disaster (Section 13.8) – 8/4/22
- U18 – Paid Parental Leave (New Section) – 8/4/22
- U19 – Computer Vision Care (Section 31.1) – 8/4/22

Tentative Agreements:

- Union Coalition Tentative Agreement – TA 7/28/22
 - Duration of Agreement (Section 53)
 - July 1, 2022, through June 30, 2026.
 - General Wages (Section 5.1)

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2022 Comprehensive Tentative Agreement**

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- Effective August 1, 2022, or the first day of the month during which adoption of the MOU by the Board of Supervisors occurs, whichever is later, the base rate of pay for all classifications represented by the Union will be increased by five percent (5%).
- Effective July 1, 2023, the base rate of pay for all classifications represented by the Union will be increased by five percent (5%).
- Effective July 1, 2024, the base rate of pay for all classifications represented by the Union will be increased by five percent (5%).
- Effective July 1, 2025, the base rate of pay for all classifications represented by the Union will be increased by five percent (5%).
- COVID Pandemic Service Relief Payment
- Compensation Study
- Medical, Dental & Life Insurance (Section 20)
 - Dental Plan Design
 - Health Savings Account with High Deductible Health Plan
 - Medical Plan Cost Sharing for Active Employees
 - Joint Labor/Management Benefit Committee
- C-2 Salaries (Section 5) – TA 7/21/22
- C-3 Promotion and Transfer (Definitions/Section 5.14) – TA 7/21/22
- C-6 Sick Leave (Section 14) – TA 7/21/22
- MOD2 C-7 Leave of Absence (Section 18) – TA 8/4/22
- C-8 PEPRSA Safety Option (Section 28.3) – TA 7/21/22
- CCP to U1 Union Security (Section 2) – TA 7/21/22
- CCP to U2 Vacation Accrual Rates (Section 13.3) – TA 8/4/22
- CCP to U4 Holidays (Section 12) – TA 7/21/22
- CCP to U6 Bilingual Pay (Section 27) – TA 7/21/22
- CCP to U11 State Disability Insurance (Section 16) – TA 8/4/22
- MOD CCP to U12 Counseling (New Section 38) – TA 8/4/22
- U13 Personnel Files (Section 37) – TA 7/21/22
- CCP to U14 Meet and Confer: Staffing & Workload (New Section 4.4) – TA 8/4/22
- CCP to U17 Class and Salary Listing (Attachment A) – TA 8/4/22


County/Union Proposals Not Specifically Identified:

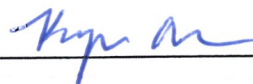
- All County and Union proposals not identified above are deemed withdrawn.

Date: 8/5/22

CONTRA COSTA COUNTY:
(Signature / Printed Name)

AFSCME, LOCAL 512:
(Signature / Printed Name)

 | CHUCK FLESHER

 | Kym Anderson

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Contra Costa County - AFSCME, Local 512
2022 Comprehensive Tentative Agreement

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**AFSCME Local 512 and Contra Costa County
Successor Negotiations 2022**

Local 512 Proposal #13 to County 6/15/2022

SECTION 37 - PERSONNEL FILES

Employees shall have the right to inspect and review any official record(s) relating to his or her performance as an employee or to a grievance concerning the employee which is kept or maintained by the County in the employee's personnel file in the Human Resources Department. The employee's union representative, with written authorization by the employee, shall also have the right to inspect and review any official record(s) described above. The contents of such records shall be made available to the employee and/or the employee's union representative for inspection and review at reasonable intervals during the regular business hours of the County. Copies of written reprimands or memoranda pertaining to an employee's unsatisfactory performance which are to be placed in the employee's personnel file shall be given to the employee who shall have the right to respond in writing to said documents.

Letters of reprimand are subject to the grievance procedure but shall not be processed past Step 3 unless said letters are used in a subsequent discharge, suspension or demotion of the employee, in which case an appeal of the letters of reprimand may be considered at the same time as the appeal of disciplinary action.

Copies of letters of commendation which are to be placed in the employee's personnel file will be given to the employee.

Derogatory material in an employee's personnel file (such as warning letters) over two (2) years old will not be used in a subsequent disciplinary action unless directly related to the action upon which the discipline is taken. Derogatory material does not include prior suspensions, demotions or dismissals for cause.

The County shall provide an opportunity for the employee to respond in writing to any information which is in the employee's personnel file about which he or she disagrees. Such response shall become a permanent part of the employee's personnel record. The employee shall be responsible for providing the written responses to be included as part of the employee's permanent personnel record.

Counseling memos, which are not disciplinary in nature, are to be retained in the file maintained by the employee's supervisor or the person who issued the counseling memo and are not to be transferred to the employee's central file which is normally retained by the Human Resources Department unless such memos are subsequently used in conjunction with a disciplinary action such as a letter of reprimand.

This section does not apply to the records of an employee relating to the investigation of a possible criminal offense, medical records and information or letters of reference.

**AFSCME Local 512 and Contra Costa County
Successor Negotiations 2022**


Employees have the right to review their official personnel files which are maintained in the Human Resources Department or by their department during their work hours. For those employees whose work hours do not coincide with the County's business hours, management shall provide a copy of the employee's personnel file for their review. The custodian of records will certify that the copy is a true and correct copy of the original file. In a case involving a grievance or disciplinary action, the employee's designated representative may also review his/her personnel file with specific written authorization from the employee.

Each Department shall maintain only one official personnel file per employee.

Copies. An employee may request copies of other material contained in the personnel file. The employer shall bear the cost of the reproduction of copies.

Contra Costa County:
(Signature / Printed Name)

AFSCME, Local 512:
(Signature / Printed Name)

 / CHUCK FLESHER

 / Kym Anderson

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COUNTY COUNTER PROPOSAL TO U1
AFSCME, LOCAL 512
SECTION 2 – Union Security
Presented on: 7/7/22

SECTION 2 - UNION SECURITY

2.1 Dues Deduction. Pursuant to Chapter 34-26 of Board Resolution 81/1165, only a majority representative may have dues deduction and as such the Union has the exclusive privilege of dues deduction for all employees in its units.

A. The Union shall regularly provide the County with the names of employees for whom dues deductions should be initiated, changed, or discontinued pursuant to this section in a manner that has been mutually agreed upon by the County and the Union and set forth in a separate protocol document. The Union will submit a spreadsheet in an agreed upon format to the Office of the Auditor-Controller via email. Requests for dues deductions received by the Auditor-Controller by the close of business at least five (5) business days prior to the end of the pay period will be implemented in the following pay period.

The Union certifies that it will only send requests to initiate dues deductions for employees who have authorized the deductions.

B. Requests to authorize dues/other deduction(s), or requests to change status regarding such deductions, shall be directed to the Union rather than the County. The County shall rely on the Union's explanations in a certified list, submitted by a representative of the Union who has authority to bind the Union, regarding whether an authorization/change in deduction(s) has been requested by the employee.

C. The Union shall not provide the County a copy of the employee's authorization unless a dispute arises about the existence or terms of the authorization.

D. P.E.O.P.L.E. - Employees in classifications represented by Professional & Technical Employees, Local 512, AFSCME, may make voluntary, monetary monthly contributions to P.E.O.P.L.E., said contributions to be deducted from employees' pay by the County and remitted to AFSCME, P.E.O.P.L.E. (Public Employees Organized to Promote Legislative Equality).

(NOTE: Relocated existing language – Formerly Section 2.10)

E. The Union shall indemnify, defend, and save the County harmless against any and all claims, demands, suits, orders, or judgments, or other forms of liability that arise out of or by reason of this union security section, or action taken or not taken by the County under this Section. This includes,

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but is not limited to, the County's attorneys' fees and costs. The provisions of this subsection shall not be subject to the grievance procedure.

(NOTE: Relocated existing language - Formerly Section 2.2.G)

2.2 – Agency Shop:

~~A. The Union agrees that it has a duty to provide fair and non-discriminatory representation to all employees in all classes in the units for which this section is applicable regardless of whether they are members of the Union. The provisions of Section 2.2 shall apply to all Supervisory Units represented by Local 512.~~

~~B. All employees employed in a representation unit on or after the effective date of this MOU and continuing until the termination of the MOU, shall as a condition of employment either:~~

~~1. Become and remain a member of the Union or;~~

~~2. pay to the Union, an agency shop fee in an amount which does not exceed an amount which may be lawfully collected under applicable constitutional, statutory, and case law, which under no circumstances shall exceed the monthly dues, initiation fees and general assessments made during the duration of this MOU. It shall be the sole responsibility of the Union to determine an agency shop fee which meets the above criteria; or~~

~~3. do both of the following:~~

~~a. execute a written declaration that the employee is a member of a bona fide religion, body or sect which has historically held a conscientious objection to joining or financially supporting any public employee organization as a condition of employment; and~~

~~b. pay a sum equal to the agency shop fee described in Section 2.2.B.2 to a non-religious, non-labor, charitable fund chosen by the employee from the following charities: Family and Children's Trust Fund, Child Abuse Prevention Council and Battered Women's Alternative.~~

~~C. The Union shall provide the County with a copy of the Union's Hudson Procedure for the determination and protest of its agency shop fees. The County shall provide a copy of the Union's Hudson Procedure to every employee hired into a class represented by the Union after the effective date of this MOU. The Union shall provide a copy of said Hudson~~

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~~Procedure to every fee payer covered by this MOU within one (1) month from the date it is approved and annually thereafter, and as a condition to any change in the agency shop fee. Failure by an employee to invoke the Union's Hudson Procedure within one (1) month after actual notice of the Hudson Procedure shall be a waiver by the employee of their right to contest the amount of the agency shop fee.~~

~~D. The provisions of Section 2.2.B.2 shall not apply during periods that an employee is separated from the representation unit but shall be reinstated upon the return of the employee to the representation unit. The term separation includes transfer out of the unit, layoff and leave of absence with a duration of more than thirty (30) days.~~

~~E. The Union shall provide the Director of Human Resources with copies of a financial report patterned after Form LM-2 pursuant to the Labor Management Disclosure Act of 1959. Such report shall be available to employees in the unit. Failure to file such a report not later than June 1 of each calendar year shall result in the termination of all agency fee deductions without jeopardy to any employee, until said report is filed.~~

~~F. Compliance:~~

~~1. An employee employed in or hired into a job class represented by the Union shall be provided with an "Employee Authorization for Payroll Deduction" form by the Human Resources Department.~~

~~2. If the form authorizing payroll deduction is not returned within thirty (30) calendar days after notice of this agency shop fee provision and the Union's Hudson Procedure and the Union dues, agency shop fee, initiation fee or charitable contribution required under Section 2.2.B.3 are not received, and the employee has not timely invoked the Union's Hudson Procedure, or if invoked, the employee's Hudson Procedure rights have been exhausted, the Union may, in writing, direct that the County withhold the agency shop fee and the initiation fee from the employee's salary, in which case the employee's monthly salary shall be reduced by an amount equal to the agency shop fee and the County shall pay an equal amount to the Union.~~

~~G. The Union shall indemnify, defend, and save the County harmless against any and all claims, demands, suits, orders, judgments, or other forms of liability that arise out of or by reason of this Union security section or action taken or not taken by the County under this Section. This includes, but is not limited to, the County's Attorneys' fees and costs. The provisions of this subsection shall not be subject to the grievance procedure.~~

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~~H. The County Human Resources Department shall monthly furnish a list of all new hires to the Union.~~

~~I. In the event that employees in a bargaining unit represented by the Union vote to rescind Agency Shop, the provisions of Sections 2.3 and 2.4 shall apply to dues-paying members of the Union.~~

~~**2.3 Maintenance of Membership.** All employees in the Income Maintenance Program Unit, Clerical Supervisory Unit, Social Service Staff Specialist Unit, Engineering Technician Unit, and Property Appraiser Unit who are currently paying dues to the Union and all employees in that unit who hereafter become members of the Union shall as a condition of continued employment pay dues to the Union for the duration of this MOU and each year thereafter so long as the Union continues to represent the class to which the employee is assigned, unless the employee has exercised the option to cease paying dues in accordance with Section 2.5.~~

~~**2.42 Union Dues Form.** Employees hired into classifications represented by the Union assigned in bargaining units cited in Section 2.3 above shall, as a condition of employment at the time of employment, may elect to complete a Union dues authorization form provided by the Union and shall to have deducted from their paychecks the membership dues of the Union. Said employee shall have thirty (30) days from the date of hire to decide if he/she does not want to become a member of the Union. Such decision not to become a member of the Union must be made in writing to the Auditor-Controller with a copy to the Labor Relations Division within said thirty (30) day period. If the employee decides not to become a member of the Union, any Union dues previously deducted from the employee's paycheck shall be returned to the employee and said amount shall be deducted from the next dues deduction check sent to the Union. If the employee does not notify the County in writing of the decision not to become a member within the thirty (30) day period, he/she shall be deemed to have voluntarily agreed to pay the dues of the Union.~~

~~Each such dues authorization form referenced above shall include a statement that the Union and the County have entered into a MOU, that the employee is required to authorize payroll deductions of Union dues as a condition of employment, and that such authorization may be revoked within the first thirty (30) days of employment upon proper written notice by the employee within said thirty (30) day period as set forth above as provided in Section 2.3 – Rescission of Dues Authorization, below. Each such employee shall, upon completion of the authorization form, receive a copy of said authorization form which shall be deemed proper notice of his or her right to revoke said authorization.~~

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2.53 Recission of Dues Authorization. Employees who wish to rescind their membership shall notify the Union in writing in accordance with the AFSCME membership application. ~~Withdrawal of Membership. By notifying the Auditor-Controller's Office in writing, between August 1 and August 31, any employee assigned to a classification in the Income Maintenance Program Unit, Clerical Supervisory Unit, Social Service Staff Specialist Unit, Engineering Technician Unit, and Property Appraiser Unit may withdraw from Union membership and discontinue paying dues as of the payroll period commencing September 1st; discontinuance of dues payments to then be reflected in the October 10th paycheck. Immediately upon the close of the above mentioned thirty (30) day period the Auditor-Controller shall submit to the Union a list of the employees who have rescinded their authorization for dues deduction.~~

2.64 Communicating With Employees. The Union shall be allowed to use designated portions of bulletin boards or display areas in public portions of County buildings or in public portions of offices in which there are employees represented by the Union, provided the communications displayed have to do with matters within the scope of representation and further provided that the employee organization appropriately posts and removes the information. The Department Head reserves the right to remove objectionable materials after consultation with the Union.

Representatives of the Union, not on County time, shall be permitted to place a supply of employee literature at specific locations in County buildings if arranged through the Department Head or designated representative; said representatives may distribute employee organization literature in work areas (except work areas not open to the public) if the nature of the literature and the proposed method of distribution are compatible with the work environment and work in progress. Such placement and/or distribution shall not be performed by on duty employees.

The Union shall be allowed access to work locations in which it represents employees for the following purposes:

- a. to post literature on bulletin boards;
- b. to arrange for use of a meeting room;
- c. to leave and/or distribute a supply of literature as indicated above;
- d. to represent an employee on a grievance and/or to contact a Union officer on a matter within the scope of representation.

In the application of this provision, it is agreed and understood that in each such instance advance arrangements, including disclosure of which of the above

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Presented on: 7/7/22**

purposes is the reason for the visit, will be made with the departmental representative in charge of the work area and the visit will not interfere with County services.

In order to protect bargaining unit employees from harassment or invasion of privacy, the County shall notify the Union of any third-party request for demographic and/or personal information of bargaining unit employees in a timely manner.

2.75 Use of County Buildings. The Union shall be allowed the use of areas normally used for meeting purposes for meetings of County employees during non-work hours when:

- a. such space is available and its use by the Union is scheduled twenty-four (24) hours in advance;
- b. there is no additional cost to the County;
- c. it does not interfere with normal County operations;
- d. employees in attendance are not on duty and are not scheduled for duty;
- e. the meetings are on matters within the scope of representation.

The administrative official responsible for the space shall establish and maintain scheduling of such uses. The Union shall maintain proper order at the meeting and see that the space is left in a clean and orderly condition.

The use of County equipment (other than items normally used in the conduct of business meetings such as desks, chairs, ashtrays and blackboards) is strictly prohibited, even though it may be present in the meeting area.

2.86 Advance Notice. The Union shall, except in cases of emergency, have the right to reasonable notice of any ordinance, rule, resolution or regulation directly relating to matters within the scope of representation proposed to be adopted by the Board, or boards and commissions designated by the Board, and to meet with the body considering the matter.

The listing of an item on a public agenda, or the mailing of a copy of a proposal at least seventy-two (72) hours before the item will be heard, or the delivery of a copy of the proposal at least twenty-four (24) hours before the item will be heard, shall constitute notice.

In cases of emergency when the Board, or boards and commissions designated by the Board, determines it must act immediately without such notice or meeting, it shall give notice and opportunity to meet as soon as practical after its action.

**COUNTY COUNTER PROPOSAL TO U1
AFSCME, LOCAL 512
SECTION 2 – Union Security
Presented on: 7/7/22**

2.97 ~~Written Statement for New Employees.~~ New Employee Orientation

- A.** ~~The County will provide a written statement to each new employee hired into a classification in any of the bargaining units represented by the Union, whether by way of competitive examination, transfer, reclassification, demotion, or promotion, that the employee's classification is represented by the Union and the name of a representative of the Union. ~~The County will provide the employee with a packet of information which has been supplied by the Union and approved by the County. The County shall provide an opportunity for the Union to make a thirty (30) minute presentation at the end of the Human Resources Department's new employee orientation meetings.~~~~
- B.** The County will provide written notice of both Employer-wide and department-level new employee orientations (no matter how few participants, and whether in person, online, or through other means or mediums) to the Union, at least ten (10) calendar days prior to the event, except that a shorter notice may be provided in a specific instance where there is an urgent need critical to the employer's operations that was not reasonably foreseeable. In the event that the County provides less than ten (10) calendar days; notice or no notice, and the Union is unable to attend the orientation because of the short notice or no notice, the Union may request to meet with new employees entering the Local 512 bargaining unit. The department will work to arrange a meeting within seven (7) working days of the Union's request for up to thirty (30) minutes (the department has the discretion to allow additional time if available) during regular working hours and on-site or virtually without loss in compensation. The make-up session is mandatory for the employee and shall be arranged in coordination with the Department and conducted by the Union.
- C.** The new employee orientation notice provided to the Union will include the date, time, and location of the orientation. Also, the full name, classification, and department of all new employees shall be provided. At the discretion of the department, new employee orientations may be done virtually.
- D.** Representatives of the Union shall be permitted to make a presentation of up to thirty (30) minutes (the department has the discretion to allow additional time if available), and present written materials, during a portion of the orientation for which attendance is mandatory. No representative of management shall be present during the Union's presentation.

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SECTION 2 – Union Security
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- E. Upon approval of the department and when available, the Union shall have the right to use the County's facilities to conduct new employee orientation sessions and make-up orientation meetings with newly hired employees in the bargaining unit.
- F. A bargaining unit member attending orientation as a Union representative shall be given paid release time sufficient to cover the Union's presentation and travel time. The Union will provide the names of any employees who they wish to be released at least 48 hours in advance of the meeting to the Chief of Labor Relations.
- G. The County Human Resources Department shall monthly furnish an electronic list of all new hires to the Union including the following information: full name, job classification, Employee Number, Job Type (full-time, part time, temporary, project, etc.), Work Location, work, home, and personal cellular telephone, personal email address, work email addresses, home address, and Bargaining Unit, on file with the Human Resources Department.

~~2.10 **P.E.O.P.L.E.** Employees in classifications represented by Professional & Technical Employees, Local 512, AFSCME, may make voluntary, monetary monthly contributions to P.E.O.P.L.E., said contributions to be deducted from employees' pay by the County and remitted to AFSCME, P.E.O.P.L.E. (Public Employees Organized to Promote Legislative Equality).~~

2.11 Assignment of Classes to Bargaining Units. The County shall assign new classes in accordance with the following procedure:

- A. Initial Determination. When a new class title is established, the Labor Relations Manager shall review the composition of existing representation units to determine the appropriateness of including some or all of the employees in the new Class in one or more existing representation units, and within a reasonable period of time, shall notify all recognized employee organizations of his/her determination.
- B. Final Determination. His/her determination is final unless, within ten (10) days after notification, a recognized employee organization requests in writing to meet and confer thereon.
- C. Meet and Confer and Other Steps. He/she shall meet and confer with such requesting organizations (and with other recognized employee organizations where appropriate) to seek agreement on this matter within sixty (60) days after the ten-day period in Subsection B, unless otherwise mutually agreed. Thereafter, the procedures in cases of agreement and disagreement,


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arbitration referral and expenses, and criteria for determination shall conform to those in Subsections (d) through (i) of Section 34-12.008 of Board Resolution 81/1165.

Date: _____

CONTRA COSTA COUNTY:
(Signature / Printed Name)

AFSCME, LOCAL 512:
(Signature / Printed Name)

 | CHUCK FLEGLER

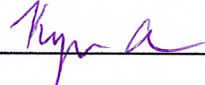
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 | Kym Anderson

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**COUNTY COUNTER PROPOSAL TO U4
AFSCME, LOCAL 512
SECTION 12 – Holidays
Presented on: 6/23/22**

SECTION 12 - HOLIDAYS

12.1 Holidays and Personal Holiday Credit. The County will observe the following holidays:

- A.
- January 1st, known as New Year's Day
 - Third Monday in January known as Dr. M. L. King, Jr. Day
 - Third Monday in February, known as Presidents' Day
 - The last Monday in May, known as Memorial Day
 - June 19th, known as Juneteenth
 - July 4th known as Independence Day
 - First Monday in September, known as Labor Day
 - November 11th, known as Veterans Day
 - Fourth Thursday in November, known as Thanksgiving Day
 - The Friday after Thanksgiving Day
 - December 25th, known as Christmas Day

Such other days as the Board of Supervisors may by resolution designate as holidays.


1. Any holiday observed by the County that falls on a Saturday is observed on the preceding Friday, and any holiday that falls on a Sunday is observed on the following Monday.
 2. For employees in the Health Services Department who are assigned to units or services on a shift operational cycle that includes Saturdays and Sundays, holidays are observed on the day that the holiday falls regardless if it is a Saturday or Sunday.
 3. For employees who work in twenty-four (24) hour facilities other than in the Health Services Department and who are assigned to work on a holiday, any holiday that falls on a Saturday will be observed on a Saturday, and any holiday that falls on a Sunday will be observed on a Sunday.
- B. Each full-time employee shall accrue four (4) hours of personal holiday credit per month. Such personal holiday time may be taken in one (1) minute increments, and preference of personal holidays shall be given to employees according to their seniority in their department as reasonably as possible. No employee may accrue more than forty (40) hours of personal holiday credit. On separation from County service, an employee will be paid for any unused personal holiday credits at the employee's then current pay rate.

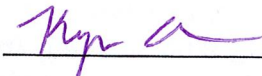
COUNTY COUNTER PROPOSAL TO U4
AFSCME, LOCAL 512
SECTION 12 – Holidays
Presented on: 6/23/22

Date: _____

CONTRA COSTA COUNTY:
(Signature / Printed Name)

AFSCME, LOCAL 512:
(Signature / Printed Name)

 | CHUCK FLESHER

 | Kym Anderson

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**COUNTY COUNTER PROPOSAL TO U6
AFSCME, LOCAL 512
SECTION 27 – Bilingual Pay
Presented on: 6/23/22**

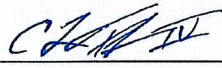
SECTION 27 - BILINGUAL PAY

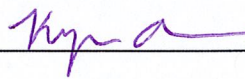
A salary differential of two ~~one~~ hundred dollars (~~\$200.00~~~~100.00~~) per month shall be paid incumbents of positions requiring bilingual proficiency as designated by the appointing authority and Director of Human Resources. Said differential shall be paid to eligible employees in paid status for any portion of a given month. Designation of positions for which bilingual proficiency is required is the sole prerogative of the County. Employees shall not be required to translate without pay except in emergency situations.

Date: _____

CONTRA COSTA COUNTY:
(Signature / Printed Name)

AFSCME, LOCAL 512:
(Signature / Printed Name)

 | CHUCK FLEISHER
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 | Kym Anderson
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COUNTY PROPOSAL NO. 2
AFSCME, LOCAL 512
SECTION 5 – Salaries
Presented on: 6/23/22

SECTION 5 – SALARIES

[Note: Section 5.1.A is being addressed through coalition bargaining; Sections 5.1.B-5.16 and 5.18 remain unchanged]

5.17 Payment. On the tenth (10th) day of each month, the Auditor will draw a warrant upon the Treasurer in favor of each employee for the amount of salary due the employee for the preceding month; provided, however, that each employee (except those paid on an hourly rate) may choose to receive an advance on the employee's monthly salary, in which case the Auditor shall, on the twenty-fifth (25th) day of each month, draw his/her warrant upon the Treasurer in favor of such employee.

The advance shall be in an amount equal to one-third (1/3) or less, at the employee's option, of the employee's basic salary of the previous month except that it shall not exceed the amount of the previous month's basic salary less all requested or required deductions.

The election to receive an advance shall be made on-line using Employee Self Service (ESS) on the prescribed form. If the employee makes an update between the first (1st) and fifteenth (15th) of the month, then the change will impact the current month's advance. If the employee makes the update after the fifteenth (15th) it will impact the following month's advance. ~~or before April 30 or October 31 of each year or during the first month of employment by filing on forms prepared by the Auditor-Controller a notice of election to receive salary advance.~~


~~Each Such an election will shall become effective on the first day of the month following the deadline for filing the notice and shall~~ remain effective until revoked.

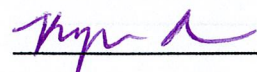
In the case of an election made pursuant to this Section 5.17 – Payment, all required or requested deductions from salary shall be taken from the second (2nd) installment, which is payable on the tenth (10th) day of the following month.

Date: _____

CONTRA COSTA COUNTY:
(Signature / Printed Name)

AFSCME, LOCAL 512:
(Signature / Printed Name)

 | CHUCK FLESHER

 | Kym Anderson

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**COUNTY PROPOSAL NO. 2
AFSCME, LOCAL 512
SECTION 5 – Salaries**

Presented on: 6/23/22

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COUNTY PROPOSAL NO. 3
AFSCME, LOCAL 512
DEFINITIONS/SECTION 5.14

Presented on: 6/23/22

DEFINITIONS

Promotion: The change of a permanent employee to another position in a class allocated to a salary range for which the top step is higher than the top step of the class which the employee formerly occupied, except as set forth in the definition of "transfer" provided for under "Transfer" or as otherwise provided for in this MOU, in the Personnel Management Regulations, or in specific resolutions governing deep classes.

Promotion also occurs when an employee is selected from an eligible list established as a result of a competitive recruitment to a different classification with a top step that is greater than or equal to the top step of the classification the employee previously occupied. When an action is determined to be a promotion on the basis of the employee being selected from an eligible list as a result of a competitive recruitment, the provisions of a deep class resolution that are in conflict with this section shall not apply.

Transfer: The change of an employee who has permanent status in a position to another position in the same class in a different department, ~~or to another position in a class which is allocated to a range on the salary plan that is within five percent (5%) at top step as the class previously occupied by the employee.~~

Transfer is also the change of an employee who has permanent status in a position to another position in a different classification if the top step of the salary range for the new classification is not more than five percent greater or five percent less than the top step of the classification previously occupied by the employee, or as otherwise defined in promotion, or deep class ordinances or resolutions.

5.14 Salary on Transfer. An employee who is transferred from one position to another as described under "Transfer" shall be placed at the step in the salary range of the new class which equals the rate of pay received before the transfer. In the event that the steps in the range for the new class do not contain the same rates as the range for the old class, the employee shall be placed at the step of the new range which is next above the salary rate received in the old range; or if the new range does not contain a higher step, the employee shall be placed at the step which is next lower than the salary received in the old range.

Whenever a permanent employee transfers to or from a deep class, as provided in the appropriate deep class resolutions, the salary of the employee shall be set as provided in the deep class resolutions at a step not to exceed a five percent (5%) increase in the employee's base salary.

~~However, if the deep class transfer occurs to or from a deep class with specified levels identified for certain positions and their incumbents, the employee's salary~~

**COUNTY PROPOSAL NO. 3
AFSCME, LOCAL 512
DEFINITIONS/SECTION 5.14**


Presented on: 6/23/22

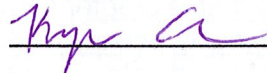
~~in the new class shall be set in accordance with the section on "Salary on Promotion" if the employee is transferring to another class or to a level in a deep class for which the salary is at least five percent (5%) above the top base step of the deep class level or class in which they have status currently.~~

Date: _____

CONTRA COSTA COUNTY:
(Signature / Printed Name)

AFSCME, LOCAL 512:
(Signature / Printed Name)

 | *CHUCK FLEISHER*

 | *Kym Anderson*

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COUNTY PROPOSAL NO. 6
AFSCME, LOCAL 512
SECTION 14 – Sick Leave
Presented on: 6/28/22

SECTION 14 - SICK LEAVE

14.1 Purpose of Sick Leave. The primary purpose of paid sick leave is to ensure employees against loss of pay for temporary absences from work due to illness or injury. It is a benefit extended by the County and may be used only as authorized; it is not paid time off which employees may use for personal activities.

14.2 Credits To and Charges Against Sick Leave. Sick leave credits accrue at the rate of eight (8) working hours credit for each completed month of service, as prescribed by County Salary Regulations. Employees who work a portion of a month are entitled to a pro rata share of the monthly sick leave credit computed on the same basis as is partial month compensation.

Credits to and charges against sick leave are made in minimum amounts of one (1) minute increments.

Unused sick leave credits accumulate from year to year.

When an employee is separated other than through retirement, accumulated sick leave credits shall be canceled, unless the separation results from layoff, in which case the accumulated credits shall be restored if re-employed in a permanent position within the period of layoff eligibility.

As of the date of retirement, an employee's accumulated sick leave is converted to retirement on the basis of one day of retirement service credit for each day of accumulated sick leave credit.

14.3 Policies Governing the Use of Paid Sick Leave. As indicated above, the primary purpose of paid sick leave is to ensure employees against loss of pay for temporary absences from work due to illness or injury. The following definitions apply:

Immediate Family: Includes only the spouse, son, stepson, daughter, stepdaughter, father, stepfather, mother, stepmother, brother, sister, grandparent, grandchild, niece, nephew, father-in-law, mother-in-law, daughter-in-law, son-in-law, brother-in-law, sister-in-law, foster children, aunt, uncle, cousin, stepbrother, stepsister, or domestic partner of an employee and/or includes any other person for whom the employee is the legal guardian or conservator, or any person who is claimed as a "dependent" for IRS reporting purposes by the employee.

Employee: Any person employed by Contra Costa County in an allocated position in the County service.

COUNTY PROPOSAL NO. 6
AFSCME, LOCAL 512
SECTION 14 – Sick Leave
Presented on: 6/28/22

Paid Sick Leave Credits: Sick leave credits provided for by County Salary Regulations and memoranda of understanding.

Condition/Reason: With respect to necessary verbal contacts and confirmations which occur between the department and the employee when sick leave is requested or verified, a brief statement in non-technical terms from the employee regarding inability to work due to injury or illness is sufficient.

Accumulated paid sick leave credits may be used, subject to appointing authority approval, by an employee in pay status, but only in the following instances:

- a. Temporary Illness or Injury of an Employee. Paid sick leave credits may be used when the employee is off work because of a temporary illness or injury.
- b. Permanent Disability Sick Leave. Permanent disability means the employee suffers from a disabling physical injury or illness and is thereby prevented from engaging in any County occupation for which the employee is qualified by reason of education, training or experience. Sick leave may be used by permanently disabled employees until all accruals of the employee have been exhausted or until the employee is retired by the Retirement Board, subject to the following conditions:
 1. An application for retirement due to disability has been filed with the Retirement Board.
 2. Satisfactory medical evidence of such disability is received by the appointing authority within thirty (30) days of the start of use of sick leave for permanent disability.
 3. The appointing authority may review medical evidence and order further examination as deemed necessary, and may terminate use of sick leave when such further examination demonstrates that the employee is not disabled, or when the appointing authority determines that the medical evidence submitted by the employee is insufficient, or where the above conditions have not been met.
- c. Communicable Disease. An employee may use paid sick leave credits when under a physician's order to remain secluded due to exposure to a communicable disease.
- d. Sick Leave Utilization for Pregnancy Disability. Employees whose disability is caused or contributed to by pregnancy, miscarriage, abortion, childbirth, or recovery therefrom, shall be allowed to utilize sick leave

COUNTY PROPOSAL NO. 6
AFSCME, LOCAL 512
SECTION 14 – Sick Leave
Presented on: 6/28/22

credit to the maximum accrued by such employee during the period of such disability under the conditions set forth below:

1. Application for such leave must be made by the employee to the appointing authority accompanied by a written statement of disability from the employee's attending physician. The statement must address itself to the employee's general physical condition having considered the nature of the work performed by the employee, and it must indicate the date of the commencement of the disability as well as the date the physician anticipates the disability to terminate.
 2. If an employee does not apply for leave and the appointing authority believes that the employee is not able to properly perform her work or that her general health is impaired due to disability caused or contributed to by pregnancy, miscarriage, abortion, childbirth or recovery therefrom the employee shall be required to undergo a physical examination by a physician selected by the County. Should the medical report so recommend, a mandatory leave shall be imposed upon the employee for the duration of the disability.
 3. Except as set forth in Section 14.3 h. Baby/Child Bonding, ~~sick leave may not be utilized after the employee has been released from the hospital unless the employee has provided the County with a written statement from her attending physician stating that her disability continues and the projected dates of the employee's recovery from such disability.~~ If all accrued sick leave has been utilized by the employee, the employee shall be considered on an approved leave without pay unless the employee chooses to use vacation or other non-sick leave accruals.
- e. Medical and Dental Appointments. An employee may use paid sick leave credits:
1. For working time used in keeping medical and dental appointments for the employee's own care; and
 2. For working time used by an employee for prescheduled medical and dental appointments for an immediate family member.
- f. Emergency Care of Family. An employee may use paid sick leave credits for working time used in cases of illness or injury to an immediate family member.

COUNTY PROPOSAL NO. 6
AFSCME, LOCAL 512
SECTION 14 – Sick Leave
Presented on: 6/28/22

- g. Death of Family Member. An employee may use paid sick leave credits for working time used because of a death in the employee's immediate family or of the employee's domestic partner, but this shall not exceed three (3) working days, plus up to two (2) days of work time for necessary travel. Use of additional accruals including sick leave when appropriate may be authorized in conjunction with the bereavement leave at the discretion of the appointing authority.

- h. Baby/Child Bonding. ~~Upon the birth or adoption of a child, an employee eligible for baby bonding leave pursuant to the California Family Rights Act may use sick leave credits for such baby bonding leave.~~ To bond with the employee's newborn or placement of a child in an employee's family through adoption or foster care, an employee eligible for baby/child bonding leave pursuant to the Family and Medical Leave Act (FMLA) and California Family Rights Act (CFRA) may use sick leave credits for such baby/child bonding leave.

- i. Accumulated paid sick leave credits may not be used in the following situations:
 - 1. Vacation. Paid sick leave credits may not be used for an employee's illness or injury which occurs while he is on vacation but the County Administrator may authorize it when extenuating circumstances exist and the appointing authority approves.

 - 2. Not in Pay Status. Paid sick leave credits may not be used when the employee would otherwise be eligible to use paid sick leave credits but is not in pay status.

14.4 Administration of Sick Leave. The proper administration of sick leave is a responsibility of the employee and the department head. The following procedures apply:

- a. Employee Responsibilities
 - 1. Employees are responsible for notifying their department of an absence prior to the commencement of their work shift or as soon thereafter as possible. Notification shall include the reason and possible duration of the absence.

 - 2. Employees are responsible for keeping their department informed on a continuing basis of their condition and probable date of return to work.

COUNTY PROPOSAL NO. 6
AFSCME, LOCAL 512
SECTION 14 – Sick Leave
Presented on: 6/28/22

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3. Employees are responsible for obtaining advance approval from their supervisor for the scheduled time of pre-arranged personal or family medical and dental appointment.
 4. Employees are encouraged to keep the department advised of (1) a current telephone number to which sick leave related inquiries may be directed, and (2) any condition(s) and/or restriction(s) that may reasonably be imposed regarding specific locations and/or persons the department may contact to verify the employee's sick leave.
- b. Department Responsibilities. The use of sick leave may properly be denied if these procedures are not followed. Abuse of sick leave on the part of the employee is cause for disciplinary action.

Departmental approval of sick leave is a certification of the legitimacy of the sick leave claim. The department head or designee may make reasonable inquiries about employee absences. The department may require medical verification for an absence of three (3) or more working days. The department may also require medical verification for absences of less than three (3) working days for probable cause if the employee had been notified in advance in writing that such verification was necessary. Inquiries may be made in the following ways:

1. Calling the employee's residence telephone number or other contact telephone number provided by the employee if telephone notification was not made in accordance with departmental sick leave call-in guidelines. These inquiries shall be subject to any restrictions imposed by the employee under Section 14.4.a.
2. Obtaining the employee's signature on the Absence/Overtime Record, or on another form established for that purpose, as employee certification of the legitimacy of the claim.
3. Obtaining the employee's written statement of explanation regarding the sick leave claim.
4. Requiring the employee to obtain a physician's certificate or verification of the employee's illness, date(s) the employee was incapacitated, and the employee's ability to return to work, as specified above.
5. In absences of an extended nature, requiring the employee to obtain from their physician a statement of progress and anticipated date on which the employee will be able to return to work, as specified above.

COUNTY PROPOSAL NO. 6
AFSCME, LOCAL 512
SECTION 14 – Sick Leave
Presented on: 6/28/22

Department heads are responsible for establishing timekeeping procedures which will insure the submission of a time card covering each employee absence and for operating their respective offices in accordance with these policies and with clarifying regulations issued by the Office of the County Administrator.

To help assure uniform policy application, the Human Resources Director or designated management staff of the County Human Resources Department should be contacted with respect to sick leave determinations about which the department is in doubt.

14.5 Disability.

- A. An employee physically or mentally incapacitated for the performance of duty is subject to dismissal, suspension or demotion, subject to the County Employees Retirement Law of 1937. An appointing authority may place an employee on leave if the appointing authority has filed an application for disability retirement for the employee or whom the appointing authority believes to be temporarily physically or mentally incapacitated for the performance of the employees duties.
- B. An appointing authority who has reasonable cause to believe that there are physical or mental health conditions present in an employee which endanger the health or safety of the employee, other employees, or the public, or which impair the employee's performance of duty, may order the employee to undergo at County expense a physical, medical examination by a licensed physician and/or psychiatric examination by a licensed physician or psychologist, and receive a report of the findings on such examination. If the examining physician or psychologist recommends that treatment for physical or mental health problems, including leave, are in the best interests of the employee or the County in relation to the employee overcoming any disability and/or performing his or her duties the appointing authority may direct the employee to take such leave and/or undergo such treatment.
- C. Leave due to temporary or permanent disability shall be without prejudice to the employee's right to use sick leave, vacation, or any other benefit to which the employee is entitled other than regular salary. The Human Resources Director may order lost pay restored for good cause and subject to the employee's duty to mitigate damages.
- D. Before an employee returns to work from any absence for illness or injury, other leave of absence or disability leave, exceeding two weeks in duration, the appointing authority may order the employee to undergo at County expense a physical, medical, and/or psychiatric examination by a

COUNTY PROPOSAL NO. 6
AFSCME, LOCAL 512
SECTION 14 – Sick Leave
Presented on: 6/28/22

licensed physician, and may consider a report of the findings on such examination. If the report shows that such employee is physically or mentally incapacitated for the performance of duty, the appointing authority may take such action as he/she deems necessary in accordance with appropriate provisions of this MOU.

- E. Before an employee is placed on an unpaid leave of absence or suspended because of physical or mental incapacity under (A) or (B) above, the employee shall be given notice of the proposed leave of absence or suspension by letter or memorandum, delivered personally or by certified mail, containing the following:
1. a statement of the leave of absence or suspension proposed;
 2. the proposed dates or duration of the leave or suspension which may be indeterminate until a certain physical or mental health condition has been attained by the employee;
 3. a statement of the basis upon which the action is being taken;
 4. a statement that the employee may review the materials upon which the action is taken;
 5. a statement that the employee has until a specified date (not less than seven (7) work days from personal delivery or mailing of the notice) to respond to the appointing authority orally or in writing.
- F. Pending response to the notice the appointing authority for cause specified in writing may place the employee on a temporary leave of absence, with pay.
- G. The employee to whom the notice has been delivered or mailed shall have seven (7) work days to respond to the appointing authority either orally or in writing before the proposed action may be taken.
- H. After having complied with the notice requirements above, the appointing authority may order the leave of absence or suspension in writing stating specifically the basis upon which the action is being taken, delivering the order to the employee either personally or by certified mail, effective either upon personal delivery or deposit in the U.S. Postal Service.
- I. An employee who is placed on leave or suspended under this section may, within ten (10) calendar days after personal delivery or mailing to the employee of the order, appeal the order in writing through the Director of Human Resources to the Merit Board. Alternatively, the employee may file a written election with the Director of Human Resources waiving the

COUNTY PROPOSAL NO. 6
AFSCME, LOCAL 512
SECTION 14 – Sick Leave
Presented on: 6/28/22

employee's right to appeal to the Merit Board in favor of appeal to a Disability Review Arbitrator.

- J. In the event of an appeal either to the Merit Board or the Disability Review Arbitrator, the employee has the burden of proof to show that either:
1. the physical or mental health condition cited by the appointing authority does not exist, or
 2. the physical or mental health condition does exist, but it is not sufficient to prevent, preclude, or impair the employee's performance of duty, or is not sufficient to endanger the health or safety of the employee, other employees, or the public.
- K. If the appeal is to the Merit Board, the order and appeal shall be transmitted by the Director of Human Resources to the Merit Board for hearing under the Merit Board's Procedures, Section 1114-1128 inclusive. Medical reports submitted in evidence in such hearings shall remain confidential information and shall not be a part of the public record.
- L. If the appeal is to a Disability Review Arbitrator, the employee (and his representative) will meet with the County's representative to mutually select the Disability Review Arbitrator, who may be a de facto arbitrator, or a physician, or a rehabilitation specialist, or some other recognized specialist mutually selected by the parties. The arbitrator shall hear and review the evidence. The decision of the Disability Review Arbitrator shall be binding on both the County and the employee.

Scope of the Arbitrator's Review.

1. The arbitrator may affirm, modify or revoke the leave of absence or suspension.
 2. The arbitrator may make his decision based only on evidence submitted by the County and the employee.
 3. The arbitrator may order back pay or paid sick leave credits for any period of leave of absence or suspension if the leave or suspension is found not to be sustainable, subject to the employee's duty to mitigate damages.
 4. The arbitrator's fees and expenses shall be paid one-half by the County and one-half by the employee or employee's association.
- M. It is understood that the benefits specified in Section 14 – Sick Leave and Section 17 – Workers' Compensation shall be coordinated with the

COUNTY PROPOSAL NO. 6
AFSCME, LOCAL 512
SECTION 14 – Sick Leave
Presented on: 6/28/22

rehabilitation program as determined by the labor-management committee.

14.6 Accrual During Leave Without Pay. No employee who has been granted a leave without pay or an unpaid military leave shall accrue any sick leave credits during the time of such leave nor shall an employee who is absent without pay accrue sick leave credits during the absence.

14.7 Employee Annual Health Examination. Employees of the County who work in a Health Services Department facility will annually be required to complete a health questionnaire and take a tuberculosis skin test. A chest X-ray will be required if the employee has previously had a positive reaction to a tuberculosis skin test. However, employees will not be required to take X-ray exams in excess of what is required by applicable Federal and State laws.


Employees will also be requested to be screened for rubella immunity. If the result of the rubella test is negative, the appointing authority or designee will recommend that the employee become immunized. If the employee has direct patient contact and refuses to become immunized, said employee will be relocated to an indirect patient contact area.

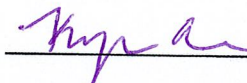
14.8 Confidentiality of Information/Records. Any use of employee medical records will be governed by the Confidentiality of Medical Information Act (Civil Code Sections 56 to 56.26).

Date: _____

CONTRA COSTA COUNTY:
(Signature / Printed Name)

AFSCME, LOCAL 512:
(Signature / Printed Name)

 | CHUCK FLEISHER

 | Kym Anderson

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COUNTY PROPOSAL NO. 6
AFSCME, LOCAL 512
SECTION 14 – Sick Leave
Presented on: 6/28/22

COUNTY PROPOSAL NO. 8
AFSCME, LOCAL 512
SECTION 28.3 – Safety Employees Retirement
Presented on: 6/23/22

28.3 Safety Employees Retirement.

A. Contribution. Effective January 1, 2012, employees are responsible for the payment of one hundred percent (100%) of the employees' basic retirement benefit contributions determined annually by the Board of Retirement of the Contra Costa County Employees' Retirement Association without the County paying any part of the employees' contribution. Employees are also responsible for the payment of the employees' contributions to the retirement cost of living program as determined annually by the Board of Retirement, without the County paying any part of the employees' contributions.

B. Safety Employees Retirement – Tier A – Employees Hired or Re-Hired Before January 1, 2013.

1. For County employees hired or re-hired by the County before January 1, 2013, who are safety members of CCCERA, the retirement formula shall be "3 percent at 50." The cost of living adjustment (COLA) to the retirement allowance shall not exceed three percent (3%) per year. The employee's final compensation shall be calculated based on a twelve (12) month salary average. This retirement benefit is known as "Tier A." Each such employee shall pay nine percent (9%) of his or her retirement base to pay part of the employer's contribution for the cost of this retirement benefit.
2. Effective July 1, 2012, and through December 31, 2014, each employee in Tier A shall pay four and one-half percent (4.5%) of his or her retirement base to pay part of the employer's contribution for the cost of the Tier A retirement benefit.
3. Effective January 1, 2015, and through June 29, 2015, each employee in Tier A shall pay two and one-quarter percent (2.25%) of his or her retirement base to pay part of the employer's contribution for the cost of the Tier A retirement benefit.
4. Effective June 30, 2015, the employee's payment of two and one-quarter percent (2.25%) of his or her retirement base to pay part of the employer's contribution for the cost of the Tier A retirement benefit will cease.

C. Employees Who Become Safety Members of CCCERA on or After January 1, 2013.

1. For employees who become Safety Members of the Contra Costa

COUNTY PROPOSAL NO. 8
AFSCME, LOCAL 512
SECTION 28.3 – Safety Employees Retirement
Presented on: 6/23/22

County Employee Retirement Association (CCCERA) on or after January 1, 2013, retirement benefits are governed by the California Public Employees Pension Reform Act (PEPRA), (Chapters 296, 297, Statutes of 2012). To the extent this Agreement conflicts with any provision of PEPRA, PEPRA governs.

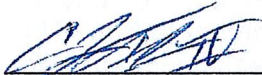
2. PEPRA Safety Option Plan Two (2.7% @ 57) applies to employees who, under PEPRA, become Safety New Members of CCCERA. For these employees who became new members of CCCERA on or after January 1, 2016, the cost of living adjustment to the retirement allowance will not exceed two percent (2%) per year and the cost of living adjustment will be banked. ~~Future agreement reached with the Probation Peace Officers of Contra Costa County regarding the cost of living adjustment to the retirement allowance for PEPRA Safety Option Plan Two Safety members retirement will apply to Safety members of AFSCME, Local 512, effective on the same date.~~

3. Subsection B, subparts (1) through (4), above, applies to employees who, under PEPRA, become reciprocal Safety Members of CCCERA, as determined by CCCERA.

Date: _____

CONTRA COSTA COUNTY:
(Signature / Printed Name)

AFSCME, LOCAL 512:
(Signature / Printed Name)

 | CHUCK FISHER

 | Kym Anderson

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**COUNTY COUNTER PROPOSAL TO U2
AFSCME, LOCAL 512
SECTION 13.3 – Vacation Accrual Rates
Presented on: 8/4/22**

[The County makes the following counter proposal in exchange for the Union’s agreement with County Modified Proposal 7 (Section 18 - Leave of Absence) and County Counter Proposal to U11 (Section 16 - State Disability Insurance)]

13.3 Vacation Accrual Rates. For employees in the Social Service Staff Specialist Unit, the Income Maintenance Program Unit, ~~Property Appraiser Unit~~, and Clerical Supervisory Unit, the rates at which vacation credits accrue and the maximum accumulation thereof, are as follows:

<u>Length of Service</u>	<u>Monthly Accrual Hours</u>	<u>Maximum Cumulative Hours</u>
Under 11 years	10	240
11 years	10-2/3	256
12 years	11-1/3	272
13 years	12	288
14 years	12-2/3	304
15 through 19 years	13-1/3	320
20 through 24 years	16-2/3	400
25 through 29 years	20	480
30 years and up	23-1/3	560

For employees in the ~~Income Maintenance Program and~~ Engineering Technician Units, vacation credits accrue and the maximum accumulation thereof are as follows:

<u>Length of Service</u>	<u>Monthly Accrual Hours</u>	<u>Maximum Cumulative Hours</u>
Under 5 years	6-2/3	160
5 through 10 years	10	240
11 years	10-2/3	256
12 years	11-1/3	272
13 years	12	288
14 years	12-2/3	304
15 through 19 years	13-1/3	320
20 through 24 years	16-2/3	400
25 through 29 years	20	480
30 years and up	23-1/3	560

Date: 8/5/22

CONTRA COSTA COUNTY:
(Signature / Printed Name)

AFSCME, LOCAL 512:
(Signature / Printed Name)

COUNTY COUNTER PROPOSAL TO U2
AFSCME, LOCAL 512
SECTION 13.3 – Vacation Accrual Rates
Presented on: 8/4/22

<u>CHUCK</u> <u>CHUCK FESHER</u>	<u>Kym A</u> <u>Kym Anderson</u>

**COUNTY COUNTER PROPOSAL TO U11
AFSCME, LOCAL 512
SECTION 16 – State Disability Insurance (SDI)
Presented on: 6/28/22**

SECTION 16 - STATE DISABILITY INSURANCE (SDI)

16.1 General Provisions. Contra Costa County participates in the State Disability Insurance (SDI) program, subject to the rules and procedures established by the State of California. The County augments the SDI program with its SDI Integration Program. Changes to the State Disability Insurance program could affect the County's SDI Integration Program. Determination of SDI payments and eligibility to receive payments is at the sole discretion of the State of California. Employees eligible for SDI benefits are required to apply for SDI benefits and to have those benefits integrated with the use of their sick leave accruals on the following basis:

Integration means that employees will be required to use their sick leave accruals to supplement the difference between the amount of the SDI payment and the employee's base monthly salary to the extent that the total payment does not exceed the employee's base monthly salary. Integration of sick leave with the SDI benefit is automatic and cannot be waived. Integration applies to all SDI benefits paid. For employees off work, on disability, and receiving an SDI, the department will make appropriate integration adjustments, including retroactive adjustments if necessary. Employees must inform their department of their SDI application in a timely manner in order for the department to make appropriate integration adjustments.

~~State Disability~~ SDI benefit payments will be sent directly to the employees ~~at their home address~~ by the State of California.

When there are insufficient sick leave accruals available to fully supplement the difference between the SDI payment and the employee's base monthly salary, accruals other than sick leave may be used to supplement the difference between the amount of the SDI payment and the employee's base monthly salary. These accruals may be used only to the extent that total payments do not exceed the employee's base monthly salary.

16.2 Procedures. Employees with more than 1.2 hours of sick leave accruals at the beginning of the disability integration period must integrate their sick leave accrual usage with their SDI benefit to the maximum extent possible.

When employees have 1.2 hours or less of sick leave accruals at the beginning of the disability integration period, the department ~~shall~~ will automatically use 0.1 hour of sick leave per month for the duration of their SDI benefit.

When sick leave accruals are totally exhausted, integration with the SDI benefit terminates. An employee may choose to use any other accruals without reference to the SDI Integration Program ~~-or integration with the SDI benefit.~~

**COUNTY COUNTER PROPOSAL TO U11
AFSCME, LOCAL 512
SECTION 16 – State Disability Insurance (SDI)
Presented on: 6/28/22**

When the SDI benefit is exhausted, ~~sick leave~~ integration terminates, ~~then~~ ~~the~~ employee then may continue to use sick leave without integration and/or other accruals.

Employees with no sick leave balance at the beginning of their SDI ~~the disability~~ integration period may use any other accruals without reference to ~~or the SDI~~ ~~Integration Program~~ with the SDI benefit.

Employees whose SDI claims are denied must present a copy of their claim denial to their department. The department will then authorize the use of unused sick leave and/or ~~shall authorize the use of~~ other accruals as appropriate.

16.3 Method of Integration. ~~Until an employee has a balance of 1.2 hours of sick leave, the employee's sick leave accrual charges while receiving SDI benefits shall be calculated each month.~~

~~The amount of sick leave charged each employee will be calculated in the following manner:~~

~~The percentage of base monthly salary not covered by the SDI benefit will be applied to the daily hours in the employee's schedule and that number of sick leave hours will be charged against the employee's sick leave accruals.~~

For purposes of integration with the SDI program, all full-time employees' schedules will be converted to 8-hour/5-day weekly work schedules during the period of integration.

The formula for full time employees' sick leave integration charges is shown below:

- L = $[(S-D) \div S] \times 8$
- S = Employee Base Monthly Salary
- H = Estimated Highest Quarter (3-mos) Earnings [H = S x 3]
- W = Weekly SDI Benefit from State of California SDI Weekly Benefit Table
- C = Calendar Days in each Month
- D = Estimated Monthly SDI Benefit [D = (W ÷ 7) x C]
- L = Sick Leave Charged per Day

Permanent part-time, permanent-intermittent employees, and ~~those~~ full-time employees working a light/limited duty reduced schedule program shall have their sick leave integration adjusted accordingly.

16.4 Definition. "Base Monthly Salary" for purposes of ~~sick leave integration~~ the SDI Integration program, is defined as the salary amount ~~for~~ of the


**COUNTY COUNTER PROPOSAL TO U11
AFSCME, LOCAL 512
SECTION 16 – State Disability Insurance (SDI)
Presented on: 6/28/22**

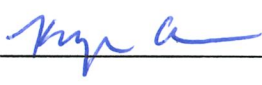
employee's step on the salary schedule ~~for~~ of the employee's permanent classification at the time of integration. ~~as shown in the "Salary" field on the On-Line Payroll Time Reporting System used by departments for payroll reporting purposes.~~

Date: 8/5/22

CONTRA COSTA COUNTY:
(Signature / Printed Name)

AFSCME, LOCAL 512:
(Signature / Printed Name)

 | CHUCK FLESHER

 | Kym Anderson

MOD COUNTY COUNTER PROPOSAL TO U12
AFSCME, LOCAL 512
NEW SECTION 38 – Counseling
Presented on: 8/4/22

NEW SECTION 38 – COUNSELING

- A. Except as provided in (D) below, supervisors may provide counseling to employees where work performance and/or conduct becomes less than satisfactory. Such counseling shall specifically state the unsatisfactory nature of the employee's performance and/or conduct and specific ways in which the employee can bring such performance and/or conduct up to the satisfactory level. Said counseling shall be provided as soon as possible after the occurrence of the less than satisfactory performance and/or conduct. The employee's supervisor shall prepare written documentation of such counseling to include expectations and/or a corrective action plan and provide a copy of the written documentation to the employee.
- B. The written documentation on counseling should include the performance and/or conduct to be corrected, a timeline for correction, specific guidance to the employee, and timely follow up regarding the progression of the correction.
- C. A Counseling memo placed in an employee's departmental personnel file that is not referenced in the employee's subsequent performance evaluation shall be removed from the employee's departmental personnel file upon the written request of the employee. If an employee is not evaluated when an annual performance is due, the employee may request through the Department Personnel Officer, or designee, that a performance evaluation be completed. If an employee has not had a performance evaluation within eighteen (18) months subsequent to a counseling memo being placed in the employee's department personnel file, the employee may request the counseling memo be removed from their personnel file, provided that there has not been a subsequent counseling memo on the same subject in that period of time.
- D. The foregoing shall not apply to probationary employees or in those cases where disciplinary action is necessary, without first providing counseling, as determined by management.
- E. If after a counseling session has occurred between a supervisor and employee, the employee requests of the Department Personnel Officer or designee a meeting with a Steward/Officer of the Union and Department representatives, such a meeting shall be held. This meeting shall be held within fifteen (15) working days.


[Renumber all subsequent sections and references to sections accordingly]

MOD COUNTY COUNTER PROPOSAL TO U12
AFSCME, LOCAL 512
NEW SECTION 38 – Counseling
Presented on: 8/4/22

Date: 8/5/22

CONTRA COSTA COUNTY:
(Signature / Printed Name)

AFSCME, LOCAL 512:
(Signature / Printed Name)

 | CHUCK FLESHER

 | Kym Anderson

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**COUNTY COUNTER PROPOSAL TO U14
AFSCME, LOCAL 512
NEW SECTION 4.4 – Joint Labor-Management Committee
Presented on: 8/4/22**

New Section 4.4 – Joint Labor-Management Committee

Upon Board of Supervisors approval of this MOU, a Joint Labor-Management Committee will be established. The Joint Labor-Management Committee shall meet biannually during the first and third quarter of each calendar year, unless mutually waived or unless mutually agreed to meet more or less frequently. These meetings will be three (3) hour sessions, unless the parties mutually agree to extend or shorten the meetings.

Release time for Union Representatives will be provided according to Section 4.2 – Union Representative of this MOU and only for units with items on the agenda. Management representatives will be Department Directors and the Chief of Labor Relations or their designees.

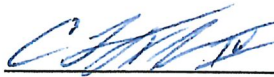

Both parties may propose agenda items in advance of the meeting. At least one (1) week prior to each Committee meeting, the parties agree to establish an agenda of issues for discussion during the Committee meeting. Other people may be invited to attend such meetings if mutually agreed upon in advance.

The parties will make a good faith effort to engage in meaningful dialogue and to address concerns raised by both parties.

Date: 8/5/22

CONTRA COSTA COUNTY:
(Signature / Printed Name)

AFSCME, LOCAL 512:
(Signature / Printed Name)

	
<u>Chuck Fletcher</u>	<u>Kym Anderson</u>
_____ / _____	_____ / _____
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**COUNTY COUNTER PROPOSAL TO U17
AFSCME, LOCAL 512
Attachment A
Presented on: 8/4/22**


The County will update Attachment A of the MOU to reflect 2022 wage rates. The list should include all classifications currently part of the bargaining unit, the corresponding salary range for each classification, and each increment within the range.

[The above language will not be inserted into the MOU]

Date: 8/5/22

CONTRA COSTA COUNTY:
(Signature / Printed Name)

AFSCME, LOCAL 512:
(Signature / Printed Name)

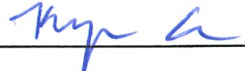
 | CHUCK FLESHER

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 | Kym Anderson

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Tentative Agreement
AFSCME, LOCAL 512
SECTION 53 – Duration of Agreement
Presented on: _____


SECTION 53 - DURATION OF AGREEMENT

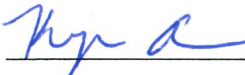
This Agreement will continue in full force and effect from July 1, ~~2022~~ 2016 to and including June 30, ~~2026~~ 2019. Said Agreement shall automatically renew from year to year thereafter unless either party gives written notice to the other prior to sixty (60) days from the aforesaid termination date of its intention to amend, modify or terminate the agreement.

Date: 7/11/22

CONTRA COSTA COUNTY:
(Signature / Printed Name)

AFSCME, LOCAL 512:
(Signature / Printed Name)

 | CHUCK FLETCHER

 | Kym Anderson

COUNTY MOD2 PROPOSAL NO. 7
AFSCME, LOCAL 512
SECTION 18 – Leave of Absence
Presented on: 8/4/22

SECTION 18 - LEAVE OF ABSENCE

18.1 Leave Without Pay. Any employee who has permanent status may be granted a leave of absence without pay upon written request, approved by the appointing authority; ~~provided, however, that leaves for pregnancy, pregnancy disability, serious health conditions, and family care~~ Leaves under the Pregnancy Disability Leave Act (PDL), Family and Medical Leave Act (FMLA), and California Family Rights Act (CFRA) shall will be granted considered in accordance with applicable state and federal law, and Section 18.5.

18.2 General Administration - Leaves of Absence (Non Statutory). Requests for leave without pay shall be made in writing upon forms prescribed by the Director of Human Resources and shall state specifically the reason for the request, the date when it is desired to begin the leave, and the probable date of return.

- A. Leave without pay may be granted for any of the following reasons that are not otherwise covered by FMLA, CFRA, and PDL:
1. Employee's own illness, disability, or serious health condition;
 2. ~~p~~Pregnancy or pregnancy disability;
 3. To bond with the employee's newborn or with a child who is placed in an employee's family for adoption or foster care;
 - ~~3~~4. ~~f~~Family care to care for a spouse, child, parent, or domestic partner who has a serious health condition;
 - ~~4~~5. ~~t~~To take a course of study such as will increase the employee's usefulness on return to the employee's position;
 - ~~5~~6. ~~f~~For other reasons or circumstances acceptable to the appointing authority.
- B. An employee must request ~~family care~~ a leave of absence at least thirty (30) days before the leave is to begin if the need for the leave is foreseeable. If the need is not foreseeable, the employee must provide written notice to the employer ~~within five (5) days of learning of the event by which the need for family care leave arises~~ of the need for leave as soon as possible and practical.
- C. A leave ~~without pay~~ may be for a period not to exceed one (1) year, provided the appointing authority may extend such leave for additional periods. The procedure in granting extensions shall be the same as that in

COUNTY MOD2 PROPOSAL NO. 7
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granting the original leave, provided that the request for extension must be made not later than thirty (30) calendar days before the expiration of the original leave.

- D. ~~Nevertheless, a leave of absence for the employee's serious health condition or for family care (FMLA) shall be granted to an employee who so requests it for up to eighteen (18) weeks during a "rolling" twelve (12) month period measured backward from the date the employee uses his/her FMLA leave in accordance with Section 18.5 below.~~
- ~~ED.~~ Whenever an employee who has been granted a leave ~~without pay~~ of absence desires to return before the expiration of such leave, the employee shall ~~submit a request~~ provide notice to the appointing authority in writing at least ~~fifteen~~ two (~~15~~2) days in advance of the proposed return. ~~Early return is subject to prior approval by the appointing authority.~~ The Human Resources Department shall be notified promptly of such return.
- ~~FE.~~ ~~Except in the case of leave of absence due to family care, pregnancy, pregnancy disability, illness, disability, or serious health condition, the~~ decision of the appointing authority ~~on granting or to denying a~~ leave or early return from leave shall be subject to appeal to the Director of Human Resources ~~Director~~ and not subject to appeal through the grievance procedure set forth in this MOU.

18.3 Furlough Days Without Pay. Subject to the prior written approval of the appointing authority, employees may elect to take furlough days or hours without pay (pre-authorized absence without pay), up to a maximum of fifteen (15) calendar days for any one period. Longer pre-authorized absences without pay are considered leaves of absence without pay. Employees who take furlough time shall have their compensation for the portion of the month worked computed in accord with Section 5.8 - Compensation for Portion of Month of this MOU. Full time and part-time employees who take furlough time shall have their vacation, sick leave, floating holiday, and any other payroll computed accruals computed as though they had worked the furlough time. When computing vacation sick leave, floating holiday, and other accrual credits for employees taking furlough time, this provision shall supersede Section 13.4 – Vacation Accrual During Leave Without Pay, Section 14.2 – Credits To and Charges Against Sick Leave, Section 14.6 – Sick Leave Accrual During Leave Without Pay, and Section 18.1 – Leave Without Pay of this MOU regarding the computation of vacation, sick leave, floating holiday, and other accrual credits as regards furlough time only. For payroll purposes, furlough time (absence without pay with prior authorization of the appointing authority) shall be reported separately from other absences without pay to the Auditor-Controller. The existing Voluntary Time Off program shall be continued for the life of the contract.

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SECTION 18 – Leave of Absence
Presented on: 8/4/22

18.4 Military Leave. Any employee who is ordered to serve as a member of the State Militia or the United States Army, Navy, Air Force, Marine Corps, Coast Guard or any division thereof shall be granted a military leave for the period of such service, plus ninety (90) days. Additionally, any employee who volunteers for service during a mobilization under Executive Order of the President or Congress of the United States and/or the State Governor in time of emergency, shall be granted a leave of absence in accordance with applicable Federal or State laws. Upon the termination of such service or upon honorable discharge, the employee shall be entitled to return to ~~his/her~~ their position in the classified service provided such still exists and the employee is otherwise qualified, without any loss of standing of any kind whatsoever.

An employee who has been granted a military leave shall not, by reason of such absence, suffer any loss of vacation, holiday, or sick leave privileges which may be accrued at the time of such leave, nor shall the employee be prejudiced thereby with reference to salary adjustments or continuation of employment. For purposes of determining eligibility for salary adjustments or seniority in case of layoff or promotional examination, time on military leave shall be considered as time in County service.

Any employee who has been granted a military leave, may upon return, be required to furnish such evidence of performance of military service or of honorable discharge as the Director of Human Resources may deem necessary.

18.5 Family Care Leave or Medical Leave. Leaves Pursuant to Family and Medical Leave Act (FMLA), California Family Rights Act (CFRA), & Pregnancy Disability Leave Act (PDL). The County will administer these leaves in accordance with the law.

A. FMLA: Upon request to the appointing authority, ~~in a "rolling" twelve (12) month period measured backward from the date an employee uses his/her FMLA leave,~~ any employee who ~~has permanent status~~ meets the legal eligibility requirements for FMLA shall be entitled to at least ~~eighteen (18) weeks~~ twelve (12) weeks of FMLA leave (less if so requested by the employee), which will be extended for up to an additional six (6) weeks of leave with the same FMLA protections, for a total of eighteen (18) weeks during a rolling twelve (12) month period, measured backward from the date an employee uses any FMLA leave (less if so requested by the employee), for a qualifying reason in accordance with federal laws. FMLA leave will run concurrently with CFRA and PDL leaves to the extent permitted by law.

B. CFRA: Upon request of the appointing authority, any

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employee who meets the legal eligibility requirements for CFRA shall be entitled to at least twelve (12) weeks of CFRA leave during a rolling twelve (12) month period, measured backward from the date an employee uses any CFRA leave (less if so requested by the employee), for a qualifying reason in accordance with state law. CFRA leave will run concurrently with FMLA leave to the extent permitted by law, except that CFRA leave will not run concurrently with pregnancy disability leave under the PDL.

C. PDL: Upon request of the appointing authority, any employee who meets the legal eligibility requirements for PDL shall be entitled to up to four (4) months of PDL as provided in state law

- a. ~~medical leave of absence for the employee's own serious health condition which makes the employee unable to perform the functions of the employee's position; or~~
- b. ~~family care leave of absence without pay for reason of the birth of a child of the employee, the placement of a child with an employee in connection with the adoption or foster care of the child by the employee, or the serious illness or health condition of a child, parent, spouse, or domestic partner of the employee.~~

18.6 Medical Certification. The employee ~~may be asked to~~ must provide medical certification of the need for family care, pregnancy disability, or medical leave pursuant to 18.2.A above, or for FMLA, CFRA and/or PDL. ~~Additional period(s) of~~ Leave for periods of family care, pregnancy disability, or medical leave that are not covered by the FMLA, CFRA, or PDL, or that exceed the leave allowed under the FMLA, CFRA, and/or PDL, may be granted ~~by~~ at the discretion of the appointing authority. No medical certification is required for baby/child bonding.

18.7 Intermittent Use of Leave. The ~~eighteen (18)-week~~ FMLA/CFRA/PDL entitlement may be in broken periods, intermittently on a regular or irregular basis, or may include reduced work schedules depending on the specific circumstances and situations surrounding the request for leave. The ~~eighteen (18)-weeks~~ leave may include use of appropriate available paid leave accruals when accruals are used to maintain pay status, but use of such accruals is not required beyond that specified in Section 18.121 -Leave Without Pay – Use of Accruals below. When paid leave accruals are used for ~~a medical or family care leave~~ FMLA, CFRA, and/or PDL, such time shall be counted as a part of the ~~eighteen (18)-week~~ leave entitlement.

18.8 Aggregate Use for Spouse For FMLA only. In the situation where husband and wife are both employed by the County, the family care ~~of~~ medical

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SECTION 18 – Leave of Absence
Presented on: 8/4/22

leave entitlement based on the birth, adoption or foster care of a child is limited to an aggregate for both employees together of eighteen (18) weeks ~~during in~~ a “rolling” twelve (12) month period measured backward from the date the employee uses ~~his/her any~~ FMLA leave. Employees requesting ~~family-care~~ FMLA leave for this purpose are required to advise their appointing authority(ies) when their spouse is also employed by the County.

18.9 Definitions. For medical and family care leaves of absence ~~this~~ Section 18.2.A, the following definitions apply: FMLA, CFRA, and PDL definitions will be as set forth in state and federal laws.

- a. Child: A biological, adopted, or foster child, stepchild, legal ward, conservatee or a child who is under eighteen (18) years of age for whom an employee stands in loco parentis or for whom the employee is the guardian or conservator, or an adult dependent child of the employee.
- b. Parent: A biological, foster, or adoptive parent, a step-parent, legal guardian, conservator, or other person standing in loco parentis to a child.
- c. Spouse: A partner in marriage as defined in California ~~Civil~~ Family Code Section ~~4100~~ 300.
- d. Domestic Partner: An unmarried person, eighteen (18) years or older, to whom the employee is not related and with whom the employee resides and shares the common necessities of life.
- e. Serious Health Condition: An illness, injury, impairment, or physical or mental condition which warrants the participation of a family member to provide care during a period of treatment or supervision and involves either inpatient care in a hospital, hospice or residential health care facility or continuing treatment or continuing supervision by a health care provider (e.g. physician or surgeon) as defined by State and Federal law.
- f. Certification for ~~Family-Care~~ Medical Leave: When requesting medical leave (including FMLA/CFRA leave) for the employee or employee’s family member, the employee must provide ~~A a~~ written ~~communication~~ medical certification to the employer from a health care provider of a person for whose care the leave is being taken or for the employee’s own serious health condition, which need not identify the diagnosis or serious health condition involved, but shall contain:

 - 1. the date, if known, on which the serious health condition commenced;
 - 2. the probable duration of the condition;

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3. ~~for family care, an estimate of the amount of time which the employee needs~~ frequency and duration of the leave required to render care or supervision for the family member;
4. ~~for the employee's serious health condition a statement whether the employee is able to work, or is unable to perform one or more of the essential functions of their position; that the serious health condition warrants the participation of a family member to provide care during period of treatment or supervision;~~
5. if for intermittent leave or a reduced work schedule leave, the certification should indicate ~~that the intermittent leave or reduced leave work schedule is necessary~~ needed for the employee's serious health condition or for the care of the employee's family member, individual or will assist in their recovery, and its expected duration.

~~g. Certification for Medical Leave: A written communication from a health care provider of an employee with a serious health condition or illness to the employer, which need not identify the serious health condition involved, but shall contain:~~

- ~~1. the date, if known, on which the serious health condition commenced;~~
- ~~2. the probable duration of the condition;~~
- ~~3. a statement that the employee is unable to perform the functions of the employee's job;~~
- ~~4. if for intermittent leave or a reduced work schedule leave, the certification should indicate the medical necessity for the intermittent leave or reduced leave schedule and its expected duration.~~

~~gh.~~ Comparable Positions: A position with the same or similar duties and pay which can be performed at the same or similar geographic location as the position held prior to the leave. Ordinarily, the job assignment will be the same duties in the same program area located in the same city, although specific clients, caseload, co-workers, supervisor(s), or other staffing may have changed during an employee's leave.

~~18.10 Pregnancy Disability Leave. Insofar as pregnancy disability leave is used under Section 14.3.D – Sick Leave Utilization for Pregnancy Disability, that~~

COUNTY MOD2 PROPOSAL NO. 7
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SECTION 18 – Leave of Absence
Presented on: 8/4/22

~~time will not be considered a part of the eighteen (18) week family care leave period.~~

18.140 Group Health Plan Coverage. Employees who were members of one of the group health plans prior to commencement of their leave of absence can maintain their health plan coverage with the County contribution by maintaining their employment in pay status as described in Section 18.121 – Leave Without Pay – Use of Accruals. During the ~~eighteen (18)~~ twelve (12) weeks of an approved ~~medical or family care~~ leave under Section 18.5 above, the County will continue its contribution for such health plan coverage even if accruals are not available for use to maintain pay status as required under Section 18.121 – Leave Without Pay – Use of Accruals. In order to maintain such coverage, employees are required to pay timely the full employee contribution to maintain their group health plan coverage, either through payroll deduction or by paying the County directly.

18.121 Leave Without Pay - Use of Accruals.

- A. All Leaves of Absence. During the first twelve (12) month period of any leave of absence without pay, an employee may elect to maintain pay status each month by using available sick leave (if so entitled under Section 14.3 - Policies Governing the Use of Paid Sick Leave), vacation, floating holiday, compensatory time off or other accruals or entitlements; in other words, during the first twelve (12) months, a leave of absence without pay may be "broken" into segments and accruals used on a monthly basis at the employee's discretion. After the first twelve (12) months, the leave period may not be "broken" into segments and accruals may not be used, except when required by LTD Benefit Coordination or SDI/Sick Leave Integration under Section 16 – State Disability Insurance or as provided in the sections below.
- ~~B. Family Care or Medical Leave. During the eighteen (18) weeks of an approved medical or family care leave, if a portion of that leave will be on a leave of absence without pay, the employee will be required to use at least 0.1 hour of sick leave (if so entitled under Section 14.3 – Policies Governing the Use of Paid Sick Leave), vacation floating holiday, compensatory time off or other accruals or entitlements if such are available, although use of additional accruals is permitted under subsection A. above.~~
- ~~B.~~ Leave of Absence/Long Term Disability (LTD) Benefit Coordination. Eligible employees should apply for LTD benefits within ninety (90) days of onset of a qualifying condition. An eligible employee who files an LTD claim and concurrently takes a leave of absence without pay will be required to use accruals ~~as provided in Section B herein during the~~

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~~eighteen (18) week entitlement period of a medical leave specified above. If an eligible employee continues beyond the eighteen (18) weeks entitlement period on a concurrent leave of absence/LTD claim, the employee may choose to maintain further pay status only as allowed under subsection A. herein during the LTD waiting period. After the LTD waiting period, an eligible employee may choose to maintain further pay status only as allowed under subsection 18.11.A (All Leaves of Absence) herein. However, LTD benefit payments will be reduced by any accruals used. Refer to Section 51.B and/or contact Human Resources Department – Employee Benefits Division for more information on LTD.~~

- ~~D.C.~~ Sick leave accruals may not be used during any leave of absence, except as allowed under Section 14.3 - Policies Governing the Use of Paid Sick Leave.

18.13 Leave of Absence Replacement and Reinstatement.

A. Non-Statutory Leaves: Any permanent employee who requests reinstatement to the classification held by the employee in the same department at the time the employee was granted a leave of absence, shall be reinstated to a position in that classification and department and then only on the basis of seniority. In case of severance from service by reason of the reinstatement of a permanent employee, the provisions of Section 11 - Seniority, Workforce Reduction, Layoff, & Reassignment Seniority shall apply.

B. Statutory Leaves: The County will administer leaves, including reinstatement, in accordance with the applicable law(s).

18.14 Leave of Absence Return. In Department of Employment & Human Services an employee shall have the right to return to the same class, building, and assignment (position control number) if the return to work is within eighty-nine (89) consecutive days from the initial date the employee started leave of absence. At such time the leave of absence is approved by the Appointing Authority, the Department of Employment & Human Services shall notify the employee of the final date by which he/she shall return to be assigned to the same position control number.

~~**18.15 Reinstatement From Family Care Medical Leave.** In the case of a family care or medical leave, an employee on a 5/40 schedule shall be reinstated to the same or comparable position if the return to work is after no more than ninety (90) work days of leave from the initial date of a continuous leave, including use of accruals, or within the equivalent on an alternate work schedule. A full time employee taking an intermittent or reduced work schedule leave shall be reinstated to the same or comparable position if the return to work on a full~~

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~~schedule is after no more than seven hundred twenty (720) hours, including use of accruals, of intermittent or reduced schedule leave. At the time the original leave is approved, the appointing authority shall notify the employee in writing of the final date to return to work, or the maximum number of hours of leave, in order to guarantee reinstatement to the same or comparable position. An employee on a schedule other than 5/40 shall have the time frame for reinstatement to the same or comparable position adjusted on a pro rata basis.~~

18.16 Salary Review While on Leave of Absence. The salary of an employee who is on a leave of absence from a County position on any anniversary date and who has not been absent from the position on leave without pay more than six (6) months during the preceding year, shall be reviewed on the anniversary date. Employees on military leave shall receive salary increments that may accrue to them during the period of military leave.


18.17 Unauthorized Absence. An unauthorized absence from the work site or failure to report for duty after a leave request has been disapproved, revoked, or canceled by the appointing authority, or at the expiration of a leave, shall be without pay. Such absence may also be grounds for disciplinary action.

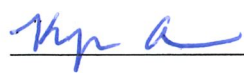
~~**18.18 Non-Exclusivity.** Other MOU language on this subject, not in conflict, shall remain in effect.~~

Date: 8/5/22

CONTRA COSTA COUNTY:
 (Signature / Printed Name)

AFSCME, LOCAL 512:
 (Signature / Printed Name)

 | **CHUCK FLEISHER**
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 | **Kym Anderson**
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Tentative Agreement
AFSCME, LOCAL 512
SECTION 5.1 – General Wages
Presented on: _____

SECTION 5 – SALARIES

5.1 General Wages.

- A. 1. Effective August 1, 2022, or the first day of the month during which adoption of the MOU by the Board of Supervisors occurs, whichever is later, the base rate of pay for all classifications represented by each individual union in the Union Coalition will be increased by five percent (5%). ~~Effective July 1, 2016, or the first day of the month following ratification of this MOU, whichever is later, the base rate of pay for classifications represented by the Union will be increased by four percent (4%).~~
- ~~a. The base rate of pay for the classification of Ambulatory Care Clinic Coordinator (VAHB) and the classifications in the Engineering Technicians Unit (KL) will be increased by an additional two and one-half percent (2.5%).~~
2. Effective July 1, 2023, the base rate of pay for all classifications represented by each individual union in the Union Coalition will be increased by five percent (5%). ~~Effective July 1, 2017, the base rate of pay for classifications represented by the Union will be increased by three percent (3%).~~
3. Effective July 1, 2024, the base rate of pay for all classifications represented by each individual union in the Union Coalition will be increased by five percent (5%). ~~Effective July 1, 2018, the base rate of pay for classifications represented by the Union will be increased by three percent (3%).~~
4. Effective July 1, 2025, the base rate of pay for all classifications represented by each individual union in the Union Coalition will be increased by five percent (5%).
5. The wage increases set forth in this section 5.1.A. do not apply to the classification of Ex Customer Services Supervisor (X7HE).
- B. Longevity Pay.
1. Effective July 1, 2008, employees at ten (10) years of County service shall receive a two and one-half percent (2.5%) longevity pay differential.
2. Effective August 1, 2014, permanent, full-time and part-time employees in the classification of Social Services Fraud Prevention Supvr (XAHA) who have completed fifteen (15) years of County service will receive a two percent (2%) longevity differential effective on the first of the

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month following the month in which the employee qualifies for the fifteen (15) year service award. For those employees who completed fifteen (15) years of service on or before August 1, 2014, this longevity differential will be paid prospectively only from August 1, 2014.

3. Effective August 1, 2014, permanent, full-time and part-time employees in the classification of Social Services Fraud Prevention Supervisor (XAHA) who have completed twenty (20) years of County service will receive a two percent (2%) longevity differential effective on the first of the month following the month in which the employee qualifies for the twenty (20) year service award. For those employees who completed twenty (20) years of service on or before August 1, 2014, this longevity differential will be paid prospectively only from August 1, 2014.

- C. Conversion of Performance Pay Steps to Merit Steps. Effective July 1, 2016, or the first day of the month following ratification of this MOU, whichever is later, performance pay steps will be converted to merit pay steps for classifications with performance pay steps. If an employee is receiving performance pay on the effective date of this provision, the performance pay step will be the employee's new merit step. For example, if an employee's classification has five merit steps and a step 6 for performance pay, on the effective date of this provision, if the employee was receiving the performance pay, the employee will be on the new merit step six going forward. This paragraph does not impact an employee's anniversary date. This paragraph eliminates performance pay for classifications represented by the Union. To the extent that this paragraph is inconsistent with any other County enactment, regulation, or policy, including but not limited to resolutions of the Board of Supervisors, the provisions of this paragraph will prevail.

- D. COVID Pandemic Service Relief Payment. In recognition of the services County employees performed as essential workers during an extraordinary public health emergency, the County will pay a one-time lump sum COVID Pandemic Service Relief Payment (PSRP) to the following County employees who meet the listed criteria:

Permanent Employees. Permanent full-time employees, including project employees, who meet all of the following criteria will be paid a one-time, lump sum COVID Pandemic Service Relief Payment (PSRP) of two thousand five-hundred dollars (\$2,500) on the 10th of the month following approval of this MOU by the Board of Supervisors. Permanent part-time employees, including part-time project employees, who meet all of the following criteria will be paid a prorated one-time, lump sum payment. The prorated lump sum payment will be calculated by multiplying two thousand five-hundred dollars (\$2,500) by the percentage that the employee's approved position hours are to forty (40) hours (for example: \$2,500 x

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(20/40) = \$1,250).

Temporary Employees. Temporary employees who meet all of the following criteria will be paid a one-time, lump sum COVID Pandemic Service Relief Payment (PSRP) of one thousand two hundred and fifty dollars (\$1,250) on the 10th of the month following approval of this MOU by the Board of Supervisors. Employees who met the criteria as a temporary employee but achieved permanent status by the date of the approval of this MOU by the Board of Supervisors will receive the PSRP in accordance with the formula set forth for permanent employees.

Criteria:

- a. The employee must be employed with the County on the date the MOU is approved by the Board of Supervisors.
- b. The employee must have been in paid status and actively working for at least twelve (12) months during the time period of April 1, 2020, through December 31, 2021.
- c. The COVID PSRP will be subject to any required deductions and/or withholdings.
- d. Per diem employees are not eligible for the payment.

E. Compensation Study.

1. The County shall commission a compensation study to be performed by one or more outside contractors during the term of this MOU to assess the following classifications:

<u>NSTJ</u>	<u>Engineering Technician-Journey</u>
<u>JWHF</u>	<u>Clerical Supervisor</u>

2. The County shall complete its classification & compensation study with Koff and Associates regarding the below specified classification in the Employment and Human Services Department.

<u>XHHA</u>	<u>Eligibility Work Supervisor</u>
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3. Comparator Agencies – The following comparator agencies will be utilized in the classification studies: Alameda County, Marin County, Napa County, City and County of San Francisco, San Mateo County, Santa Clara County, Solano County and Sonoma County.
4. The contractor and County will complete the studies and the County will notify the Union of the studies' findings no later than June 30, 2023. Upon request of the Union, the County and Union will discuss

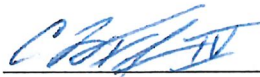
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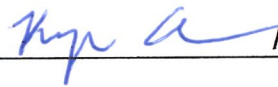
the findings of the salary studies. Where a study determines that a salary for a classification is more than twelve and one-half percent (12.5%) below the median of the comparator agencies, upon request of the Union, the parties will discuss appropriate salary adjustments, taking into consideration all relevant factors including any scheduled salary increases, any current recruitment and retention problems for the classification, the overall financial condition of the County and/or Department, and the overall budgetary impacts of any salary increases. The parties may also discuss internal compaction issues that may result from any adjustments to a benchmark classification. For example, a salary adjustment to a Planner II (5AVA) may lead to consideration of an adjustment to the Planner III (5ATA), depending on the nature of the resulting salary compaction and the relationship of the classes in the Planner series. Nothing in this Section shall be construed to require the County to agree to adjust the salary of a particular classification or to adjust salaries to a specific market position.

Date: 8/9/22

CONTRA COSTA COUNTY:
(Signature / Printed Name)

AFSCME, LOCAL 512:
(Signature / Printed Name)

 | CHUCK FLEISHER

 | Kym Anderson

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SECTION 20 – MEDICAL, DENTAL & LIFE INSURANCE

20.1 Health Plan Coverages. The County will provide the medical and dental coverage for permanent employees regularly scheduled to work twenty (20) or more hours per week and for their eligible family members, expressed in one of the Medical Plan contracts and one of the Dental Plan contracts between the County and the following providers:

1. Contra Costa Health Plans (CCHP)
2. Kaiser Permanente Health Plan
3. Health Net
4. Delta Dental

Employee Co-pays for these plans are shown on Attachment B.

Medical Plans:

All employees will have access to the following medical plans:

1. CCHP Plan A & Plan B
2. Kaiser Permanente Plan A & Plan B
3. Health Net HMO Plan A & Plan B
4. Health Net PPO Plan A
5. Kaiser High Deductible Health Plan

Health Net PPO Plan B was eliminated for all employees beginning January 1, 2018.

In the event that one of the medical plans listed above meets the criteria for a high cost employer-sponsored health plan that may be subject to an excise penalty (a.k.a. Cadillac Tax) under the federal Patient Protection and Affordable Care Act ("ACA") (42 U.S.C. § 18081), the Joint Labor/Management Benefit Committee will meet to consider plan design and other changes in an effort to mitigate the negative impact of the excise penalty. If the Committee is unable to make sufficient plan changes and the plan(s) continue to meet the criteria for high cost employer-sponsored health plan(s), such plan(s) will be eliminated for all employees beginning January 1, 2018.

20.2 Monthly Premium Subsidy:

- A. The monthly premium subsidy in effect on January 1, 2015, for each medical and/or dental plan, is a set dollar amount and is not a percentage of the premium charged by the plan. The County will pay the following monthly premium subsidy:

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Health & Dental Plans	Employee	Employee +1 Dependent	Employee +2 or More Dependents
Contra Costa Health Plans (CCHP), Plan A	\$509.92	\$1,214.90	\$1,214.90
Contra Costa Health Plans (CCHP), Plan B	\$528.50	\$1,255.79	\$1,255.79
Kaiser Permanente Health Plans	\$478.91	\$1,115.84	\$1,115.84
Health Net HMO Plans	\$627.79	\$1,540.02	\$1,540.02
Health Net PPO Plans	\$604.60	\$1,436.25	\$1,436.25
Kaiser High Deductible Health Plan	\$478.91	\$1,115.84	\$1,115.84
Delta Dental PPO with CCHP A or B	\$41.17	\$93.00	\$93.00
Delta Dental PPO with Kaiser or Health Net	\$34.02	\$76.77	\$76.77
Delta Dental PPO without a Health Plan	\$43.35	\$97.81	\$97.81
Delta CareHMO with CCHP A or B	\$25.41	\$54.91	\$54.91
Delta CareHMO with Kaiser or Health Net	\$21.31	\$46.05	\$46.05
Delta CareHMO without a Health Plan	\$27.31	\$59.03	\$59.03

- B. If the County contracts with a health and/or dental plan provider not listed above, the amount of the premium subsidy that the County will pay to that health and/or dental plan provider for employees and their eligible family members shall not exceed the amount of the premium subsidy that the County would have paid to the former plan provider.
- C. In the event that the County premium subsidy amounts are greater than one hundred percent (100%) of the applicable premium of any health and/or dental plan, for any plan year, the County's contribution will not exceed one hundred percent (100%) of the applicable plan premium.
- D. **Joint Labor/Management Benefit Committee.**
1. The Unions and County agree to create a Joint Labor/Management Benefit Committee ("Benefit Committee"). The Benefit Committee will be composed of two (2) representatives (not including Union/Association staff) from each Union/Association in the County and Management representatives to be determined. The Benefit Committee replaces the existing Healthcare Oversight Committee. The existing Healthcare Coalition will remain, but may meet quarterly. The Benefit Committee will convene no later than February 1, 2016, after ratification of this Agreement.
 2. The Benefit Committee will convene in order to 1) select a replacement medical or dental plan in the event that a plan listed in this Section 20 is no longer available; 2) design a wellness program; 3) discuss future medical, dental, or vision plan design; or 4) assess the future impact of any excise tax pursuant to the federal Patient Protection and Affordable Care Act ("ACA") (42 U.S.C. § 18081) on any high cost medical plans offered by the County. If the Benefits

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Committee is selecting a replacement medical or dental plan for a plan that is no longer available, the selection must be unanimously agreed upon by the Union/Association representatives on the Committee and any such selected plan will be available to employees represented by the Unions and incorporated into their respective MOUs after ratification by each Union/Association.

3. Immediately upon adoption of an overall contract extension package agreement, the County and the Coalition Union/Association Benefit Committee representatives will work together as equal partners to 1) identify a new medical plan carrier to replace Health Net, and 2) explore the costs of CalPERS Health and other plan options including but not limited to the SEIU Taft-Hartley Trust plans as possible future replacements with the goal of beginning with the 2020 plan year. Any replacement plans selected must not increase the County's retiree health costs.
4. The new medical plan carrier that will replace Health Net must include an HMO plan and one plan providing out-of-network provider coverage.
5. Once all nine (9) Coalition Union/Association representatives on the Benefit Committee and the County have agreed on the new medical plan carrier to replace Health Net, the new medical plan will replace Health Net for all Coalition Unions/Associations the following January 1.
6. Each year, County will coordinate a team composed of the County, the County's benefits consultant, and Union/Association Benefit Committee representatives, to work as equal partners to provide input for the annual negotiations with the medical plan providers over the plan premiums for the next plan year. The team will have authority to make information requests, request and observe presentations by the County's healthcare consultant regarding premium rates and ask questions, and help guide the strategy of the County in the annual negotiations.
7. County and Unions/Associations of the Coalition will jointly work to educate employees regarding the cost benefits of lower cost plans, including the Kaiser High Deductible Health Plan.
8. County and Union/Association Benefit Committee representatives will jointly work as equal partners to seek plan design changes across all plans that would reduce costs and improve quality of care.
9. During the term of the 2022-2026 MOU, the parties will utilize the existing Joint Labor/Management Benefits Committee as a forum for exploring the options for a healthcare trust or savings vehicle for retirement. The County Benefits Manager, Human Resources Director, and relevant benefits consultants will participate in these discussions.

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20.3 Retirement Coverage:

A. Upon Retirement:

1. Upon retirement, eligible employees and their eligible family members may remain in their County health/dental plan, but without County-paid life insurance coverage, if immediately before their proposed retirement the employees and dependents are either active subscribers to one of the County contracted health/dental plans or if while on authorized leave of absence without pay, they have retained continuous coverage during the leave period. The County will pay the health/dental plan monthly premium subsidies set forth in Section 20.2 for eligible retirees and their eligible family members.
2. Any person who becomes age 65 on or after January 1, 2010, and who is eligible for Medicare must immediately enroll in Medicare Parts A and B.
3. For employees hired on or after January 1, 2010, and their eligible family members, no monthly premium subsidy will be paid by the County for any health and/or dental plan after they separate from County employment. However, any such eligible employee who retires under the Contra Costa County Employees' Retirement Association ("CCCERA") may retain continuous coverage of a county health or dental plan provided that (i) he or she begins to receive a monthly retirement allowance from CCCERA within 120 days of separation from County employment and (ii) he or she pays the full premium cost under the health and/or dental plan without any County premium subsidy.

B. Employees Who File For Deferred Retirement: Employees, who resign and file for a deferred retirement and their eligible family members, may continue in their County group health and/or dental plan under the following conditions and limitations.

1. Health and dental coverage during the deferred retirement period is totally at the expense of the employee, without any County contributions.
2. Life insurance coverage is not included.

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3. To continue health and dental coverage, the employee must:
 - a. be qualified for a deferred retirement under the 1937 Retirement Act provisions;
 - b. be an active member of a County group health and/or dental plan at the time of filing their deferred retirement application and elect to continue plan benefits;
 - c. be eligible for a monthly allowance from the Retirement System and direct receipt of a monthly allowance within twenty-four (24) months of application for deferred retirement; and
 - d. file an election to defer retirement and to continue health benefits hereunder with the County Benefits Division within thirty (30) days before separation from County service.

 4. Deferred retirees who elect continued health benefits hereunder and their eligible family members may maintain continuous membership in their County health and/or dental plan group during the period of deferred retirement by paying the full premium for health and dental coverage on or before the 10th of each month, to the Contra Costa County Human Resources Department-Employee Benefits Division. When the deferred retirees begin to receive retirement benefits, they will qualify for the same health and/or dental coverage pursuant to subsection A above, as similarly situated retirees who did not defer retirement.

 5. Deferred retirees may elect retiree health benefits hereunder without electing to maintain participation in their County health and/or dental plan during their deferred retirement period. When they begin to receive retirement benefits they will qualify for the same health and/or dental coverage pursuant to subsection A, above, as similarly situated retirees who did not defer retirement, provided reinstatement to a County group health and/or dental plan will only occur following a three (3) full calendar month waiting period after the month in which their retirement allowance commences.

 6. Employees who elect deferred retirement will not be eligible in any event for County health and/or dental plan subvention unless the member draws a monthly retirement allowance within twenty-four (24) months after separation from County service.

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7. Deferred retirees and their eligible family members are required to meet the same eligibility provisions for retiree health/dental coverage, as similarly situated retirees who did not defer retirement.
- C. **Employees Hired After December 31, 2006. - Eligibility for Retiree Health Coverage:** All employees hired after December 31, 2006 are eligible for retiree health/dental coverage pursuant to subsections A and B, above, upon completion of fifteen (15) years of service as an employee of Contra Costa County. For purposes of retiree health eligibility, one year of service is defined as one thousand (1,000) hours worked within one anniversary year. The existing method of crediting service while an employee is on an approved leave of absence will continue for the duration of this Agreement.
- D. Subject to the provisions of Section 20.3 subparts A, B, and C and upon retirement and for the term of this agreement, the following employees (and their eligible family members) are eligible to receive a monthly premium subsidy for health and/or dental plans or are eligible to retain continuous coverage of such plans: employees, and each employee who retires from a position or classification that was represented by this bargaining unit at the time of his or her retirement.
- E. For purposes of this Section 20.3 only, "eligible family members" does not include Survivors of employees or retirees.

20.4 Health Plan Coverages and Provisions: The following provisions are applicable regarding County Health and Dental Plan participation:

- A. Coverage Upon Separation: An employee who separates from County employment is covered by his/her County health and/or dental plan through the last day of the month in which he/she separates. Employees who separate from County employment may continue group health and/or dental plan coverage to the extent provided by the Consolidated Omnibus Budget Reconciliation Act (COBRA) laws and regulations.

20.5 Family Member Eligibility Criteria: The following persons may be enrolled as the eligible Family Members of a medical and/or dental plan Subscriber:

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A. Health Insurance

1. Eligible Dependents:
 - a. Employee's Legal Spouse
 - b. Employee's qualified domestic partner
 - c. Employee's child to age 26
 - d. Employee's Disabled Child who is:
 - (1) over age 26,
 - i. Unmarried; and,
 - ii. Incapable of sustaining employment due to a physical or mental disability that existed prior to the child's attainment of age 19.
2. "Employee's child" includes natural child, child of a qualified domestic partner, step-child, adopted child and a child specified in a Qualified Medical Child Support Order (QMCSO) or similar court order.

B. Dental Insurance

1. Eligible Dependents:
 - a. Employee's Legal Spouse
 - b. Employee's qualified domestic partner
 - c. Employee's Disabled Child who is over age 19, unmarried, and incapable of sustaining employment due to a physical or mental disability that existed prior to the child's attainment of age 19.
2. Delta Dental PPO Only:
Employee's unmarried child who is:
 - (1) under age 19; or
 - (2) Age 19, or above, but under age 24; and
 - i. Resides with the Employee for more than 50% of the year excluding time living at school; and
 - ii. Receives at least 50% of support from Employee; and
 - iii. Is enrolled and attends school on a full-time basis, as defined by the School.
3. Delta Care HMO Only – Employee's Child to age 26

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4. "Employee's child" includes natural child, child of a qualified domestic partner, step-child, adopted child and a child specified in a Qualified Medical Child Support Order (QMCSO) or similar court order.

20.6 Dual Coverage.

- A. Each employee and retiree may be covered only by a single County health (and/or dental) plan, including a CalPERS plan. For example, a County employee may be covered under a single County health and/or dental plan as either the primary insured or the dependent of another County employee or retiree, but not as both the primary insured and the dependent of another County employee or retiree.
- B. All dependents, as defined in Section 20.5, Family Member Eligibility Criteria, may be covered by the health and/or dental plan of only one spouse or one domestic partner. For example, when both parents are County employees, all of their eligible children may be covered as dependents of either parent, but not both.
- C. For purposes of this Section 20.6 only, "County" includes the County of Contra Costa and all special districts governed by the Board of Supervisors, including, but not limited to, the Contra Costa County Fire Protection District.

20.7 Medical Plan Cost-Sharing on and after January 1, 2016.

- A. For the plan year that begins on January 1, 2016, the County will pay the monthly premium subsidy for medical plans stated in subsection 20.2.A. In total, the County will pay the following amounts for the 2016 plan year:

Medical Plans	Employee	Employee +1 Dependent	Employee +2 or More Dependents
Contra Costa Health Plans (CCHP), Plan A	\$530.56	\$1,049.81	\$1,646.89
Contra Costa Health Plans (CCHP), Plan B	\$549.42	\$1,068.65	\$1,737.03
Kaiser Permanente Health Plan A	\$435.38	\$803.96	\$1,493.79
Kaiser Permanente Health Plan B	\$445.04	\$881.68	\$1,407.40
Health Net HMO Plan A	\$669.34	\$1,131.34	\$2,280.09
Health Net HMO Plan B	\$662.01	\$1,280.20	\$2,060.75
Health Net PPO Plan A	\$727.94	\$1,112.03	\$2,755.43
Health Net PPO Plan B	\$715.64	\$1,144.40	\$2,623.86
Kaiser High Deductible Health Plan 4310	\$447.04	\$916.72	\$1,387.40

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- B. For the plan year that begins on January 1, 2017, and for the plan year that begins on January 1, 2018, if there is an increase in the monthly premium, including any plan premium penalty, charged by a medical plan, the County and the employee will each pay fifty percent (50%) of the monthly increase that is above the amount of the 2016 plan premium. The fifty percent (50%) share of the monthly medical plan increase paid by the County is in addition to the amounts paid by the County in subsection 20.7.A., above, for medical plans.
- C. 2016 Plan Premium Amounts: For purposes of calculating the County and Employee cost-sharing increases described in 20.7.B, above, the following are the 2016 total monthly medical plan premium amounts:

Medical Plans	Employee	Employee +1 Dependent	Employee +2 or More Dependents
Contra Costa Health Plans (CCHP), Plan A	\$657.08	\$1,314.15	\$1,971.23
Contra Costa Health Plans (CCHP), Plan B	\$728.38	\$1,456.77	\$2,185.15
Kaiser Permanente Health Plan A	\$749.80	\$1,499.60	\$2,249.39
Kaiser Permanente Health Plan B	\$585.68	\$1,171.36	\$1,757.04
Health Net HMO Plan A	\$1,208.76	\$2,417.52	\$3,626.27
Health Net HMO Plan B	\$840.55	\$1,681.10	\$2,521.65
Health Net PPO Plan A	\$1,643.40	\$3,286.80	\$4,930.20
Health Net PPO Plan B	\$1,479.47	\$2,958.94	\$4,438.40
Kaiser High Deductible Health Plan	\$470.10	\$940.21	\$1,410.32

- D. Medical Plan Cost-Sharing for Active Employees for the 2019 Plan Year. For active employees for the plan year that begins on January 1, 2019, the County will pay the monthly premium subsidy for medical plans stated below:

Employee Medical Plans	Monthly Premium	County Monthly Premium Subsidy	Employee Monthly Premium Cost
Contra Costa Health Plans (CCHP), Plan A	\$812.06	\$641.65	\$170.41
Contra Costa Health Plans (CCHP), Plan B	\$900.19	\$672.58	\$227.61
Kaiser Permanente Health Plan A	\$877.30	\$600.00	\$277.30
Kaiser Permanente Health Plan B	\$697.28	\$600.00	\$97.28
Health Net HMO Plan A	\$1,677.56	\$986.18	\$691.38
Health Net HMO Plan B	\$1,166.55	\$882.34	\$284.21
Health Net PPO Plan A	\$2,340.40	\$1,226.79	\$1,113.61
Kaiser High Deductible Health Plan	\$559.68	\$559.68	\$0.00

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Employee +1 Dependent Medical Plans	Monthly Premium	County Monthly Premium Subsidy	Employee Monthly Premium Cost
Contra Costa Health Plans (CCHP), Plan A	\$1,624.10	\$1,271.99	\$352.11
Contra Costa Health Plans (CCHP), Plan B	\$1,800.37	\$1,314.95	\$485.42
Kaiser Permanente Health Plan A	\$1,754.60	\$1,200.00	\$554.60
Kaiser Permanente Health Plan B	\$1,394.56	\$1,200.00	\$194.56
Health Net HMO Plan A	\$3,355.12	\$1,765.02	\$1,590.10
Health Net HMO Plan B	\$2,333.10	\$1,720.86	\$612.24
Health Net PPO Plan A	\$4,680.80	\$2,109.72	\$2,571.08
Kaiser High Deductible Health Plan	\$1,119.36	\$1,119.36	\$0.00

Employee +2 or More Dependent Medical Plans	Monthly Premium	County Monthly Premium Subsidy	Employee Monthly Premium Cost
Contra Costa Health Plans (CCHP), Plan A	\$2,436.18	\$1,980.17	\$456.01
Contra Costa Health Plans (CCHP), Plan B	\$2,700.56	\$2,106.48	\$594.08
Kaiser Permanente Health Plan A	\$2,631.90	\$1,825.00	\$806.90
Kaiser Permanente Health Plan B	\$2,091.84	\$1,825.00	\$266.84
Health Net HMO Plan A	\$5,032.68	\$3,230.62	\$1,802.06
Health Net HMO Plan B	\$3,499.65	\$2,721.74	\$777.91
Health Net PPO Plan A	\$7,021.20	\$4,251.97	\$2,769.23
Kaiser High Deductible Health Plan	\$1,679.04	\$1,679.04	\$0.00

E. Medical Plan Cost-Sharing for Active Employees on and after January 1, 2020.

1. For active employees for the plan year that begins on January 1, 2020, the County will move to a percentage-based cost sharing approach for medical care premium subsidies. The County will pay seventy-five percent (75%) of the total medical plan premium for the Employee and Employee +1 Dependent tiers of the second lowest priced non-deductible HMO plan. The County will pay 76.5% of the total medical plan premium for the Employee +2 or more Dependents tier of the second lowest priced non-deductible HMO plan. These annual calculated dollar amounts will be applied to all plans and tiers as described.
2. For active employees for the plan year that begins on January 1, 2021, the County will pay seventy-eight and a half percent (78.5%) of the total medical plan premium for each tier of the second lowest priced

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non-deductible HMO plan. This annual calculated amount will be applied to all plans and tiers, except Kaiser Permanente Health Plan B.

3. For active employees for the plan year that begins on January 1, 2022, and each year thereafter, the County will pay eighty percent (80%) of the total medical plan premium for each tier of the second lowest priced non-deductible HMO plan. This annual calculated dollar amount will be applied to all plans and tiers, except Kaiser Permanente Health Plan B.
4. For active employees for the plan year that begins on January 1, 2021, and each year thereafter, for the Kaiser Permanente Health Plan B, employees will pay at least the following share of the total medical plan premium:

Kaiser Permanente Health Plan B	Employee Monthly Premium Cost
Employee	\$20.00
Employee +1 Dependent	\$40.00
Employee + 2 or More Dependents	\$60.00

5. In the event of a reduction in the premium for the second lowest priced non-deductible HMO plan, the County will pay the premium subsidy for medical plans that the County paid in the previous plan year.
 6. In June of 2024, once the premium rates for the 2025 Plan Year are known, the Union may request to reopen negotiations on the subject of health care. Unless otherwise agreed by the parties, the topics for the reopener will be limited to the medical and dental plan design, as well as County and employee subsidies.
- F. Beginning 2022, the County will review technological advancements in the area of benefits administration and consider asking any eligible employee who waives County health insurance to provide proof of other health insurance coverage.

G. Delta Dental Plan Design

A. Delta Dental PPO

1. Diagnostic and Preventative Services covered at 100%

B. Delta Dental Premier

1. Diagnostic and Preventative Services covered at 100%

The above plan adjustments will be made without any present increases in premiums. Plan design changes may necessitate changes to future

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premiums based on the overall health of the plan trust. The cost of future premiums will be shared by the County and participating employees according to the current cost sharing model. Any savings realized by the trust due to premium costs, employee usage or change in plan participation will remain allocated towards the plan trust for the term of the 2022-2026 MOU.

20.8 Life Insurance Benefit Under Health and Dental Plans. For employees who are enrolled in the County's program of medical or dental coverage as either the primary or the dependent, term life insurance in the amount of ten thousand dollars (\$10,000) will be provided by the County.

20.9 Supplemental Life Insurance. In addition to the life insurance benefits provided by this agreement, employees may subscribe voluntarily and at their own expense for supplemental life insurance. Employees may subscribe for an amount not to exceed five hundred thousand dollars (\$500,000), of which one hundred thousand (\$100,000) is a guaranteed issue, provided the election is made within the required enrollment periods.

20.10 Health Care Spending Account. After six (6) months of permanent employment, full time and part time (20/40 or greater) employees may elect to participate in a Health Care Spending Account (HCSA) Program designed to qualify for tax savings under Section 125 of the Internal Revenue Code, but such savings are not guaranteed. The HCSA Program allows employees to set aside a predetermined amount of money from their pay, not to exceed the maximum amount authorized by federal law, per calendar year, of before tax dollars, for health care expenses not reimbursed by any other health benefit plans. HCSA dollars may be expended on any eligible medical expenses allowed by Internal Revenue Code Section 125. Any unused balance is forfeited and cannot be recovered by the employee.

20.11 PERS Long-Term Care. The County will deduct and remit monthly premiums to the PERS Long-Term Care Administrator for employees who are eligible and voluntarily elect to purchase long-term care at their personal expense through the PERS Long-Term Care Program.

20.12 Dependent Care Assistance Program. The County offers the option of enrolling in a Dependent Care Assistance Program (DCAP) designed to qualify for tax savings under Section 129 of the Internal Revenue Code, but such savings are not guaranteed. The program allows employees to set aside up to five thousand dollars (\$5,000) of annual salary (before taxes) per calendar year to pay for eligible dependent care (child and elder care) expenses. Any unused balance is forfeited and cannot be recovered by the employee.

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20.13 Premium Conversion Plan. The County offers the Premium Conversion Plan (PCP) designed to qualify for tax savings under Section 125 of the Internal Revenue Code, but tax savings are not guaranteed. The program allows employees to use pre-tax dollars to pay health and dental premiums.

20.14 Prevailing Section. To the extent that any provision of this Section (Section 20 - Medical, Dental and Life Insurance) is inconsistent with any provision of any other County enactment or policy, including but not limited to Administrative Bulletins, the Salary Regulations, the Personnel Management Regulations, or any other agreement or order of the Board of Supervisors, the provision(s) of this Section (Section 20 - Medical, Dental and Life Insurance) will prevail.

20.15 Rate Information. The County Benefits Division will make health and dental plan rate information available upon request to employees and departments. In addition, the County Benefits Division will publish and distribute to employees and departments information about rate changes as they occur during the year.

20.16 Partial Month. The County's contribution to the health plan premium is payable for any month in which the employee is paid. If an employee is not paid enough compensation in a month to pay the employee share of the premium, the employee must make up the difference by remitting the amount delinquent to the Auditor-Controller. The responsibility for this payment rests with the employee. If payment is not made, the employee shall be dropped from the health plan.

20.17 Coverage During Absences.

Employees shall be allowed to maintain their health plan coverage at the County group rate for twelve (12) months if on approved leave of absence provided that the employee shall pay the entire premium (i.e. both employer and employee share) for the health plan during said leave. Said payment shall be made by the employee at a time and place specified by the County. Late payment shall result in cancellation of health plan coverage.

An employee on leave in excess of twelve (12) months may continue group coverage subject to the provisions of the Consolidated Omnibus Budget Reconciliation Act (COBRA) provided the employee pays the entire cost of coverage, plus any administrative fees, for the option selected. The entire cost of coverage shall be paid at a place and time specified by the County. Late payment may result in cancellation of health plan coverage with no reinstatement allowed.

20.18 Health Benefit Access for Employees Not Otherwise Covered. To access County health plans, an employee who is not otherwise eligible for health coverage by the County, must be eligible to receive an offer of coverage from the

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County under the federal Patient Protection and Affordable Care Act (“ACA”) (42 U.S.C. § 18081). Employees eligible to receive an offer of coverage (and qualified dependents), will be offered access to County health insurance plans. Employees will be responsible for the full premium cost of coverage.

20.19 Health Savings Account with High Deductible Health Plan

A. Active employees who are enrolled in the Kaiser Permanente High Deductible Health Plan may select a Health Savings Account (“HSA”) offered through Kaiser Permanente under the following conditions and subject to any other laws, regulations or rules governing HSAs:

1. Only active employees who are enrolled in the Kaiser High Deductible Health Plan may elect to initially enroll in the HSA. The HSA is not available to permanent-intermittent or temporary employees.
2. Employees may only contribute up to the maximum annual contribution rate for HSAs as set forth in the United States Internal Revenue Code.
3. Funds contributed to the HSA are invested as directed by the employee. The County does not provide any recommendations or advice on investment or use of HSA funds.
4. Employees are responsible for paying any HSA account management fees charged by the HSA administrator.
5. The County does not manage or administer the HSAs.

B. For the 2019 Plan Year, the County will make a one-time contribution of five hundred dollars (\$500) into the HSA for active employees who are enrolled in the Kaiser Permanente High Deductible Health Plan for the 2019 plan year and who have an HSA. The contribution will be made with the February 10, 2019 pay.

C. For the 2020-~~2022~~ Plan Years ~~and each year thereafter~~, the County will contribute six hundred and twenty-five dollars (\$625) annually into the HSA for active employees who are enrolled in the Kaiser Permanente High Deductible Health Plan and have an HSA. The contribution will be made with the February 10 pay for the plan year.

D. For the 2023 Plan Year and each year thereafter, the County will contribute seven hundred and fifty dollars (\$750) annually into the HSA for active employees who are enrolled in the Kaiser Permanente High Deductible Health Plan and have an HSA. The contribution will be made with the February 10 pay warrant for the plan year.

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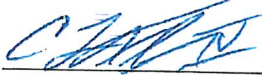
20.20 Voluntary Vision Plan

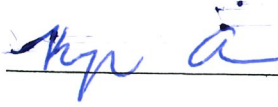
The County will offer active employees the option to enroll in a voluntary vision plan during open enrollment. Employees will pay the full premium cost of the plan. The County will contract for a voluntary vision plan with no co-pays. The vision plan is not available to permanent-intermittent or temporary employees.

Date: 8/11/22

CONTRA COSTA COUNTY:
(Signature / Printed Name)

AFSCME, LOCAL 512:
(Signature / Printed Name)

 CHUCK FLETCHER

 Kym Anderson

