

Mountain View Community
And
AFSCME Local 3685

Tentative Agreement List
October 22, 2021

ARTICLE 5 HOLIDAYS

5.6 Upon at least ~~thirty~~ **ten** (3 **10**) days written notice prior to a holiday, an employee may choose to receive holiday pay in lieu of a day off, not to exceed a total of five (5) holidays for non-nursing employees and ten (10) holidays for nursing employees each year. Management may authorize additional holiday pay in lieu of a day off, when there may be a low staffing pattern

ARTICLE 6 VACATION

6.5 The County shall provide approval or disapproval for the vacation requests on a semi-annual basis, and cannot change that decision thereafter, of December 15 and June 15. The operational needs of the Department shall be the determining factor regarding the number of employees allowed vacation during the same period. Once vacations have been approved, no bumping on the basis of seniority shall be permitted. During the secondary sign-up, if two requests for the same day(s) are received at the same time, seniority shall prevail. No vacation leave shall be granted unless the request is made at least one week prior to the beginning of the shift for which vacation is requested. Employee's will not be required to find coverage for a requested vacation, unless such request is submitted with less than four weeks' notice prior to the shift.

Article 6.4 and 6.5 will revert back to contract language from the March 31, 2019 to March 31, 2021 contract, unless mutually agreed upon by both parties for April 1, 2023.

6.6 ~~It is agreed that no more than fifty percent (50%) of an employee's accrued vacation may be taken in one (1) day increments.~~

ARTICLE 12 SICK LEAVE

12.8 Those employees with perfect attendance the prior month will be eligible for an Attendance Incentive ~~tickets for entertainment, such as movie theater or sporting events, or scratch tickets or a Mountain View Café Voucher to list of items with a \$10 value and the Incentive will be of the employee's choosing.~~ Those employees who are scheduled under forty (40) hours, who attain perfect attendance will be eligible for a pro-rated amount.

ARTICLE 20 DUES AND DEDUCTIONS

20.2 ~~It is recognized that the negotiations for and administration of the Agreement entails expenses which appropriately should be shared by all employees who are beneficiaries of this Agreement. To this end, if an employee is in a bargaining unit position, but does not join the Union, such employee may, execute an authorization for the deduction of a "agency fee" which shall be a percentage of the dues calculated by AFSCME international and AFSCME Council 93, according to the Hudson decision. At no time will agency fees equal or be greater than the dues amount for members. 2017 rates see attachment 1; will be in place until subsequent year's dues and agency fee rates are set by AFSCME. A copy of updated dues and agency fee rates will be provided to the County upon their release.~~

If an employee is in a bargaining unit position, but does not join the Union, the Employee shall acknowledge if representation by the Union is requested by the Employee, the Employee will be required to pay the union all expenses to the extent permissible by applicable law, prior to any representational duties taking place.

ARTICLE 25 WAGES

\$1.75/ hour wage increase for all bargaining unit positions

ARTICLE 26 INSURANCE

26.1.1 WAIVER PAYMENT FOR OTHER INSURANCE COVERAGE

Employees who elect coverage on a spouse's health plan, other than a Carroll County health plan, will be eligible for a waiver of benefits and shall be compensated, ~~thirty~~ **fifty** dollars (\$~~3~~ **50.00**) per week. To be eligible for the benefit, the employee must have and show proof of their coverage on their spouse's plan prior to payments being made. It should be noted that once insurance is waived, the employee cannot re-enroll until the yearly open enrollment period; currently June for a July 1 start date. It shall be the employee's responsibility to notify the County when they no longer are covered by their spouse's insurance. At such time, they will become ineligible for compensation.

ARTICLE 30 DURATION

April 1, 2022 through March 31, 2023.