

SEIU LOCAL 521 PROPOSALS TO Kern County

SEIU RESERVES THE RIGHT TO MODIFY, DELETE OR ADD TO THE FOLLOWING PROPOSALS

SEIU Proposal # 8

Article III Section 12

Workload

A. Within the first 6 months of this Agreement, the parties agree to meet and confer to determine or develop workload standards for a unit, or to re-evaluate already agreed upon workload standards for Department of Human Services, Aging and Adult Services, Child Support Services, and Behavioral Health and Recovery Services, including distribution of monolingual non-English cases **and any other department.**

~~A.~~ bargaining unit:

B. The parties agree to have up to 5 Union representatives and up to 5 County representatives at each departmental Labor Management committee, to address workload in the departments pursuant to Subsection above. The Union shall select their representatives their representative to address workload issues.

C. The Union or management can request a time study and determine workload.

D. Any professional or technical classification will adhere to the professional standards State or legislative requirements

~~D.~~E. If parties do not agree at departmental level Labor Management meeting it can be escalated to County Wide Labor Management.

~~E.~~F. If parties do not agree the issue we can escalate to Senior Management or designee and County HR.