



# bargaining bulletin 21

CONTRA  
COSTA

MARCH 2, 2010

PROFESSIONAL,  
TECHNICAL &  
ADMINISTRATIVE  
EMPLOYEES  
LOCAL 21, IFPTE | AFL-CIO

CONTRA COSTA CHAPTER  
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## important dates

### MARCH 24, 2010

General Membership Meeting (every 4th Wednesday) at USW Hall, 1333 Pine St. Martinez, 5:30pm-7pm

### MARCH 24, 2010

Executive Board Meeting (directly following General Membership Meeting) at USW Hall, 1333 Pine St. Martinez, 7pm

## Union Makes New Package Proposal

At our last bargaining session with the County on Thursday, February 25, we proposed a new package which includes several aspects of the previous proposal, such as the Coalition healthcare package, furloughs, and the term of our contract, which would be two years. Our furlough proposal is that represented employees incur the same number of ATA days as remaining in the Coalition union agreements at the time of ratification; Employees would have the option of salary smoothing and taking the ATA days at their choosing, or rejecting salary smoothing and having their salaries reduced in the pay period in which the chosen ATA days are taken; and Employees choosing salary smoothing who are not permitted to take the ATA days off or not allowed to take their full complement of Administrative Leave days will be made whole for same.

The substantive changes are the removal of the tax-exempt ways of utilizing funds. Although we believe this would have been mutually beneficial for both the Union and the County, we decided to withdraw those options in the interest of moving forward. Remaining are those benefits we currently enjoy in the amounts each employee is currently entitled to utilize, but with flexibility to use the lump sum of \$2,125 over two years on Professional Development, Career Development, Vision, and Wellness. This compromise was offered to meet the needs the County had expressed through their rejection of the prior package. We hope to hear a response at our next session, which is scheduled for March 3.

We also presented proposals on Release Time for Examinations, Miscellaneous Assignments, and Bilingual Pay.

The County showed an interest at this session to set an end date for proposals on March 3. The County also wanted to revisit unit determination issues and a grievance procedure proposal.

There is much work yet to be done and no tentative agreements were signed at this session.