

Monterey County and SEIU Local 521-Unit R 2017 Negotiations Summary

On February 28, 2018, a Tentative Agreement was reached with the County of Monterey and SEIU Local 521-Unit R. SEIU Local 521-Unit R ratified this Tentative Agreement on March 8, 2018. The Board of Supervisors approved this agreement on March 13, 2018.

Article	Description
Term	1/1/2018-12/31/2020
County Obligation	<ul style="list-style-type: none"> Added language to clarify that the Residency Program will maintain a certification by the American Council on Graduate Medical Education (ACGME) Incorporated a description of ACGME and the American Board of Family Medicine (ABFM) and their roles as it pertains to the Residency program
Resident Obligation	Eliminated language indicating a reopener would be held after a 90-day operational review of current processes by a stakeholder committee
	Throughout the MOU, changed the Director of Family Practice Residency Program to the Director of the Family Medicine Residency Program
Union Rights	<ul style="list-style-type: none"> Updated language to clarify Union Access provisions Added New Resident Orientation subsection to clarify the Union's participation during the orientation Updated Resident Meetings and Committees subsection Added provisions for a Resident Membership Meeting and Health Insurance Committee Updated Employee List provisions to be consistent with current practice
Salaries	<ul style="list-style-type: none"> Fiscal Year 2017-18: effective the first full pay period following Board of Supervisors' approval and Union ratification of signed agreement: <ul style="list-style-type: none"> Eleven and ninety-four one hundredths percent (11.94%) base wage adjustment for Resident Physician I; Nine and forty-nine one hundredths percent (9.49%) base wage adjustment for Resident Physician II; and Six and thirteen hundredths percent (6.13%) base wage adjustment for Resident Physician III. Renamed the Parity Study provision to Salary Survey, added Kaiser San Jose to the residency programs to be used in the salary survey (effective January 2019), updated terms in the salary survey to include Resident I, II and III top step base salary only (eliminated the inclusion of employee only health insurance premium).
Bilingual Skills	<ul style="list-style-type: none"> Updated section to add the primary and provisional bilingual designations as well as testing and qualifications provisions Converted Bilingual Pay to hourly rate of \$0.56 per hour for primary and \$0.31 per hour for provisional Eliminated the Spanish Classes provision
Special Resident Physician Benefits	<ul style="list-style-type: none"> Renamed the Living Quarters provision to Relocation and Moving Allowance and updated the provision language to clarify that the benefit will be provided in accordance to the County's Administrative Procedure A.49.3(a) Employee Relocation/Moving Allowance Updated the Licensed Third Year Residents provision to clarify that a list shall be established for the purposes of rendering services to emergency psychiatric patients in the event an attending physician is not available
Benefits	<ul style="list-style-type: none"> Updated language in the entire section to ensure consistency with other SEIU Local 521 units and document County's current practice Deleted Alternate Benefit Option provision

Monterey County and SEIU Local 521-Unit R 2017 Negotiations Summary

On February 28, 2018, a Tentative Agreement was reached with the County of Monterey and SEIU Local 521-Unit R. SEIU Local 521-Unit R ratified this Tentative Agreement on March 8, 2018. The Board of Supervisors approved this agreement on March 13, 2018.

Hours of Work	Reduced the eligibility to receive straight-time compensation from 60 days to 14 days when covering for another Resident who is on leave
Consultation of Program Modification	Updated language in last paragraph describing process in the event of program closure
Paid Time Off	<ul style="list-style-type: none"> Added the pay period accrual rate for Paid Time Off Updated the Paid Time Off Administration of Accrual Maximum provision to state that management has discretion to schedule employee for time off or pay hours at base rate of pay in the event an employee is within two pay period of exceeding accrual maximum Incorporated the Paid Time Off Buy Back Side Letter into the Paid Time Off Buy Back subsection Updated Use of Paid Time Off on Holidays to clarify that Unit employees may work a holiday and utilize 8 hours of PTO on the same day. Employees working the holiday shall be paid at 1 ½ of their base rate for time worked on the holiday. No PTO will be deducted from employees' PTO banks without written notice from employees to NMC Payroll for pay periods containing a holiday Updated language for Family Sick Leave and Bereavement Leave subsections to ensure language consistency with other SEIU Local 521 Units
Holidays	Updated section to clarify that employees shall receive 1 ½ times their base rate for any time worked on the actual calendar holiday even if the holiday falls on a Saturday or Sunday.
Educational Provisions	Increased Educational Stipend from \$1,650 to \$2,000 per year in two payments. Effective July, 2018 first payment to be issued the first full pay period in August and second payment to be issued the first full pay period in January of each year.
Residents' Discipline Provisions	Eliminated the Reduction in Salary and Disciplinary Demotion provisions
Employee Referral Bonus	Eliminated section from MOU as it is in the Monterey County Personnel Policies Practices Resolution No. 98-394
Employee Election Official Program	Eliminated section from MOU as it is in the Monterey County Personnel Policies Practices Resolution No. 98-394
Required Notice	Added language to clarify that this section is not subject to the grievance procedure