



MEMBERS MADE THE DIFFERENCE

Workers Win As MAPE And County Resolve Disputes

MAPE members worked together for months to fix several inequities the County caused and to resolve several ongoing disputes. Members rallied together before the Board of Supervisors and advocated for fairness and equity for workers.

MAPE and the County have signed an agreement that includes the following:

Bilingual Classifications

MAPE members advocated at Board of Supervisors meetings for the County to uphold its commitment to hire Eligibility Workers and Mental Health Practitioners in the bilingual classifications if they have caseloads that require bilingual skills.

Members made the difference:

- 6 Eligibility Workers in the monolingual classification were promoted or reclassified into the bilingual classification;
- 8 Mental Health Practitioners will be reclassified into the bilingual classification; and
- All 14 workers will each be paid \$1,500

Bilingual Differential will be paid on all hours paid

A few months ago, the Human Resources Director told departments to pay the bilingual differential only on hours worked, not hours paid. We objected and HR rescinded the directive. The County agreed the bilingual differential will continue to be paid on all hours paid, not just hours worked. The County will also pay workers who were paid the differential only on hours worked a lump sum of \$200 each.

Nurses Contract bilingual pay provisions

The current Nurses agreement has two conflicting provisions for bilingual pay. One states the bilingual pay will be paid only for the time the employee uses his/her/their bilingual skills. The other states payment is based on the employee's salary (all hours paid). The County agreed to pay Nurses bilingual pay based on hours paid.

Daily overtime for Crisis Specialists

Our Crisis Specialists who are on the Mobile Crisis Team and who work in the Jail were paid daily overtime until last fall. The Crisis Specialists who work in the Crisis Stabilization Unit (CSU) are paid daily overtime. Our contract requires daily overtime for Crisis Specialists who work in CSU when they are required to work beyond their shift because of staffing requirements.

The County agreed for the rest of our current contract to pay Crisis Specialists who work in Mobile Crisis and in the Jail daily overtime when they are required to work beyond their shift.

Temporary special assignment pay grievance — Probation Department

We were headed to arbitration on a grievance for two members who work in probation because we believed the members were doing the work of a Probation Officer. The County agreed to pay the workers \$1,000 each.

Footwear Allowance — vendor/voucher and insoles

For the last few years we have disagreed with Public Works about the footwear allowance — whether employees who are eligible for the footwear allowance would be reimbursed for insoles and whether there will be a vendor (or vendors) that accepts a voucher rather than requiring employees to purchase footwear out of pocket and be reimbursed.

The County agreed, for the remainder of the contract, to pay for insoles in a year when an employee buys work boots or shoes. The total cost of the footwear, including the insoles, the County will pay for is \$250 a year (prorated for some). Public Works has arranged with a vendor to accept vouchers for employees who are eligible for the footwear allowance.

New Mental Health Practitioner Positions

The Board of Supervisors must approve new Mental Health Practitioner Bilingual positions before our agreement will be implemented because there are not enough vacant positions for all the affected workers. The Board should do so in September and this should be a routine matter.

Kudos to the Board of Supervisors and County Management (“the County”)

We are not bashful about criticizing the Board of Supervisors and/or County management (“the County”) when doing so is warranted. In this case, we commend them both for resolving all these issues. The Board of Supervisors heard us. We achieved positive results for workers.

Thank you to all involved in management, including County Administrator Mathew Hymel, Human Resources Director Mary Hao, Public Works Director Raul Rojas, Deputy Public Works Director Michael Frost, all the Labor Relations staff and HR staff that worked on this, and most particularly, Jake Hurley, the County’s new head of Labor Relations.

Our comprehensive resolution is a positive step. We hope it is a sign of things to come.

MEMBERS MADE IT HAPPEN

This agreement happened because members stood up, supported each other and spoke up for what is right.

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