

SEIU Local 1021 Solano County Bargaining 2022

Union Proposal (ALL UNITS) #19

Date:

Time:

Language Added

~~Language removed~~

1. Alternative Workweek/Work Hours

The hours of work for County employees are established to ensure that efficient and effective services are delivered to County customers and clients. While the County's general hours of operations are specifically structured to support the needs of customers and clients, alternate work schedules can enhance the public's access to County services. In those cases where alternative work schedules have been or will be instituted, such alternate work schedule(s) will continue to be instituted and maintained based on the specific circumstances and factors which enhance public service, and may be specific to designated positions or work groups

Alternative workweeks shall be instituted as a result of an agreement between the Union and a department head, specifying the terms and conditions of the workweek schedule. Each employee on the alternative workweek schedule should sign and receive a copy of the agreement. Establishment of any new workweek/work hours shall require completion of any required meet and confer process and the recommendation of the department head and the approval of the County Administrative Officer and the Board of Supervisors. This Section does not restrict the ability of a department head to modify an individual employee's schedule, with notice to the Director of Human Resources or his/her designee.

In the event the department modifies an individual employee's work schedule, the Department Head will provide the employee with written notice, seven (7) calendar days in advance of the change. The written notice will include the reason for the change in schedule. If requested by the employee, the Department Head or designee will meet with the employee regarding the change.

In the event the County discontinues the 4-10 workweek, the County shall reinstate the 9-80 work schedule for those County employees previously working such a schedule. Additionally, the County and the Union will meet and confer regarding the impact of the change in their work schedule for employees who never worked the 9-80 schedule.

Alternative work schedules may provide a variety of day off options.

Commented [TC1]: Unit 2, 7, 9; and Unit 8

Commented [TC2]: Unit 5 Language only

TA:

