



County of Solano
&
IUOE – Stationary Engineers, Local 39

2022 Contract Negotiations

8/22/22

Local 39 Proposal # 21

Union Counterproposal to County Counterproposal received on
8/15/22

Local 39 reserves the right to alter, amend, modify, add to or subtract from the foregoing proposals as may be required during the course of negotiations.

6.16 Uniform Allowance

- A. The total annual Uniform Allowance for eligible classifications is as follows:

<u>Class</u>	<u>Maximum</u>
Park Ranger	\$700 -840
Park Ranger Assistant	\$700 -840

New employees shall receive the maximum allowance within two pay periods of their hire date, then said employees shall receive payment of the uniform allowance in biweekly payments. For all other employees, effective July 2023, the uniform allowance shall be paid biweekly.

An employee who is absent from work in an unpaid leave status shall not be eligible for the uniform allowance during the pay period that the employee is in an unpaid leave status.

- B. Uniforms and Protective Attire Provided

1. Uniforms

- a. The County agrees to provide, in the following maximum quantities and at the Department Head's discretion shirts shall be of a quality and color and other specifications as determined by the County.

<u>Class</u>	<u>Maximum</u>
Custodian and Lead Custodian	5 smocks, 5 shirts or T-shirts, & 5 pants*

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Groundskeeper	5 shirts & 5 T-shirts, & 5 pants*
Senior Public Works Maintenance Worker, Public Works Maintenance Worker/Trainee	5 long sleeved shirts (collared or T-shirts, two of which may be sweat-shirts) & 5 short sleeved shirts (collared or T-shirts)
Senior Public Works Maintenance Worker	5 long sleeved shirts (collared or T-shirts, two of which may be sweat shirts) & 5 T-shirts)
Building Trades Mechanic	5 shirts & 5 pants*
Stationary Engineers	5 shirts & 5 pants*
Senior Stationary Engineers	5 shirts & 5 pants*
Building Maintenance Assistant	5 shirts & 5 pants*
Cogeneration Industrial Engine Mechanic	5 shirts & 5 pants*
Airport Maintenance Worker	5 shirts & 5 Pants*

* Employees in the classes of Custodian, Lead Custodian, Groundskeeper, Building Trades Mechanic, Stationary Engineers Building Maintenance Assistant and Cogeneration Industrial Engine Mechanic may opt to receive three (3) pairs of bib-overalls in lieu of receiving the five (5) pairs of pants as specified above. Employees may change their election on a biennial basis.

b. The following classes will be provided one (1) pair of coveralls each:

- Building Trades Mechanic
- Building Maintenance Assistant
- Stationary Engineer
- ~~Senior Public Works Maintenance Worker~~
- ~~Public Works Maintenance Worker/Trainee~~
- Groundskeeper
- Cogeneration Industrial Engine Mechanic
- Airport Maintenance Worker

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c. The following classes will be provided two (2) pair of coveralls each:

Senior Public Works Maintenance Worker
Public Works Maintenance Worker/Trainee

ed. Equipment Mechanics, Equipment Mechanic Assistants, Equipment Service Worker, and Equipment Service Worker Attendant (Senior) shall be provided uniforms that are appropriate to their classification. The County shall provide weekly laundry services at no cost to employee. Each employee may elect eleven (11) shirts and eleven (11) pants, or eleven (11) coveralls.

2. Protective Attire

a. The County agrees to reimburse Public Works Maintenance Worker/Trainee, Groundskeepers, Equipment Mechanics, Park Rangers, Park Ranger Assistants, ~~Storekeepers~~, Stationary Engineers, Building Trade Mechanics, Building Maintenance Assistants, Senior Public Works Maintenance Workers, Senior Stationary Engineer, Equipment Service Workers, Cogeneration Industrial Engine Mechanics and the Airport Maintenance Worker up to ~~\$360~~five hundred dollars (\$500.00) over a two year period per employee for the purchase and/or repair of safety boots which must be worn at all times while on duty.

b. Supervisors shall have the authority to issue or purchase gloves for department employees on an as-needed basis. Such determination of need to be made by the Supervisor under the general guidelines provided by the ~~Public Works Operations Department's~~ Division Manager.

c. Upon request, employees in the Custodian classifications shall receive an annual reimbursement of up to ~~\$125~~one hundred seventy-five dollars (\$175.00) for the purchase of slip resistant shoes. Shoe type shall be subject to departmental approval. Once requested, slip-resistant shoes must be worn at all times while on duty.

d. The County agrees to provide one light and one heavy weight safety jacket to employees in the classes of Public Works Maintenance

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Worker/Trainees, Lead Public Works Maintenance Worker, Senior Public Works Maintenance Worker, Groundskeeper, Airport Maintenance Worker and any Building Trades Mechanic assigned to work at the airport. Color and quality to be selected by management following consultation with the employees. The jackets will be replaced on a case-by-case, as needed basis. It is expected that the employees will wear the safety jackets during periods of cool or inclement weather.

3. Conditions

- a. Attire will be replaced when damaged or otherwise unsuitable for use in public on an as-needed basis as determined by the County.
- b. The County will provide suitable identification to be affixed to the uniform by the employee.
- c. Administrative regulations dealing with the initial purchase and administration of the program will be determined by the appropriate departments.

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