

Human Services Coalition Bargaining



Agencies:

- Department of Human Services (Non-Institutions)
- Employment Department



Article 10.1C - Union Stewards (*Employment Department*)



MODIFICATION

- Increases the number of stewards for each worksite.
- Union to provide Department with an updated steward list (name & worksite) by the 10th of each month.

INTENT

- Have sufficient stewards at all worksites.
- Alternate steward if employee has a personality conflict, etc., with a steward.
- Have current listing of designated stewards.



Article 23.1 - Complaint Investigation (*Human Services Coalition*)



MODIFICATION

- For Weingarten investigation of non-criminal complaints employee must be notified of the investigation status every 30 days.
- On completion, employee must be notified in writing of the disposition of the investigation.

INTENT

- Clarify the Article concerns Weingarten investigations.
- Keep the employee informed of the investigation progress.
- Ensure employee investigated knows the outcome within a reasonable time.



Article 45.1C - Filling of Vacancies (*Employment Department*)



STATEMENT OF INTENT

- Department confirms its willingness to continue working collaboratively with SEIU to balance the business needs of the Agency with employee concerns related to potential layoffs and restructurings.

INTENT

- Not a change to the contract.



Article 45.1M - Filling of Vacancies (DHS Non-Institutions)



STATEMENT OF INTENT

- Department confirms its willingness to continue working collaboratively with SEIU to address employee concerns related to potential future layoffs.

INTENT

- Not a change to the contract.
- Continue collaborative relationship as was done for past layoffs.



Article 70.1C - Geographic Area For Layoff (Employment Department)



MODIFICATION

- The reference to “intermittent” employees was changed to “seasonal” since currently Employment only has “seasonal” employees.
- Updated the geographic areas and list of cities associated with each geographic area.

INTENT

- Makes references to types of employees consistent between Articles 70 & 70.1C.
- Makes reference consistent with Department use.
- Accurately reflect the current office locations for layoff geographic areas.



Article 70.1M - Geographic Area For Layoff (DHS Non-Institutions)



MODIFICATION

- Changed reference to “Service Delivery Area” (SDA) to “District”.
- Deleted the additional layoff Option 5—to move to a vacant position in a different classification within the same salary range.

INTENT

- District reflects the DHS structure change.
- Layoff Option 5 was redundant with Article 70 layoff Option 2.



Article 70.1M - Geographic Area For Layoff (DHS Non-Institutions)



STATEMENT OF INTENT

- Employee choosing Worksite instead of District as his/her geographic area for layoff, cannot select the District from which he/she was laid off or demoted in lieu of layoff as an additional geographic area for recall.

INTENT

- Not a change to the contract.
- Prevents employee from having recall rights to both the Worksite and District (within which the worksite is located). Employee continues to have recall rights to Districts other than the one from which s/he was laid off.



Article 90.1C - Work Schedules
(Employment Department)



MODIFICATION

- Paid rest periods of 20 minutes in duration will be provided for employees on a 4/10 schedule.

INTENT

- To be consistent with other rest break provisions in the contract, including temporary employees.



Article 90.1M - Work Schedules
(DHS Non-Institutions)



MODIFICATION

- Paid rest periods of 20 minutes in duration will be provided for employees on a 4/10 schedule.

INTENT

- To be consistent with other rest break provisions in the contract, including temporary employees.



Article 101.1 - Safety And Health (Human Services Coalition)



MODIFICATION

- Any report of workplace violence will be investigated.
- The conclusion(s) of the investigation will be communicated to the complainant within thirty (30) days following management's completion of the investigation.

INTENT

- Reiterates importance of investigating reports.
- Provides time frame for issuing conclusion(s) after an investigation is completed.
- Does not place timeline on completing the investigation.



Article 103.1C - Sensitive and Difficult Clients (Employment Department)



MODIFICATION

- Management in each worksite to establish general protocols for conducting in-office and off-site visits.
- Identify available safety equipment appropriate for each protocol.

INTENT

- Help ensure employee safety & understanding of procedures.
- To prompt worksites without protocols to establish them.
- Make sure safety equipment is identified. Safety committees can recommend.



Article 103.1M - Sensitive and Difficult Clients (DHS Non-Institutions)



MODIFICATION

- Management in each worksite to establish general protocols for transporting clients and/or conducting in-office and off-site visits.
- Identify available safety equipment appropriate for each protocol.

INTENT

- Help ensure employee safety & understanding of procedures.
- To prompt worksites without protocols to establish them.
- Make sure safety equipment is identified. Safety committees can recommend.



Article 121.1 - Education, Training, and Development (Human Services Coalition)



MODIFICATION

- Include Employment Department under the Article.
- Employees seeking opportunities for Job Rotation/Development assignments must have approval of their supervisor.

INTENT

- Provide contract language for Employment Department.
- Clarify that employees must have the approval of their manager for job rotation/developmental assignments, which may be denied if operational needs grounds.



LOA 49.1C-01-63 Business and Employment Service
Specialist One Year Trial Service
(Employment Department)



MODIFICATION

- Clarifies list of training for Business and Employment Service Specialist 1 (B&ES 1) who do Employment Services (ES) and those assigned to Unemployment Insurance (UI).

INTENT

- Housekeeping change to clearly separate the training requirements for ES and UI staff.



LOA 70.1-03-83 Layoff Service Dates
(DHS Non-Institutions)



MODIFICATION

- Replaces Service Delivery Area (SDA) reference with District.

INTENT

- Housekeeping change due to change in DHS structure.

