

## AFSCME Local 2822 Tentative Agreement Summary

### **Article 9 – In Charge Pay:**

We were able to secure better provisions for ensuring our members are eligible for “in charge pay” when performing additional duties beyond the normal scope of employment. This applies to both the Senior Service Center Representatives and the Associate Librarians.

**Section 14**     In Charge Pay - Senior Service Center Representative. Employees in the job class of Senior Service Center Representative who are expressly designated to direct the operations of a Service Center in the absence of a Public Service Unit Supervisor (Service Center Supervisor) or a Resident Real Estate Services Supervisor (Service Center Manager) shall receive a differential of \$1.00 per hour

In Charge Pay – Associate Librarian. An Associate Librarian expressly designated by the EMPLOYER to be in charge of a library in the absence of either a supervisor(s) or a Librarian, will receive, in charge pay, provided such assignment is for a period of at least two (2) hours. The in charge pay will be \$1.30 per hour. [language relocated from Section 19]

### **Changes to uniform procedure and allowances, where applicable (Article 43):**

#### **NEW language for the JDC:**

**Section 1.** The EMPLOYER will provide newly hired employees with clothing items during their first year of employment. The initial items provided to each employee are:

- Five (5) authorized polo shirts
- Two (2) authorized long-sleeve shirts
- One (1) authorized knit cardigan with the HCSO logo

**Section 2.** The EMPLOYER will replace a minimum of three shirts annually and will replace other clothing articles upon request of the employee or supervisor due to reasonable wear-and-tear.

#### **AMENDED language for the Sheriff’s Office:**

**Section 1.** The EMPLOYER will provide newly hired employees with uniform clothing items during their first year of employment. The initial items provided to each employee are:

- Five (5) authorized ~~black or tan~~ polo shirts with the HCSO logo (long and/or short sleeve).
- One (1) authorized black knit cardigan with the HCSO logo.

### **LOA for the implementation of LOGO WEAR:**

If / when the Service Centers Division implements a logo wear policy management will provide a specific quantity of Hennepin County logoed apparel to new employees and annually to current employees at no charge.

- Initially all employees will receive:
  - 5 shirts
  - 2 of either a sweater, fleece jacket or vest
- New employees will receive:
  - 5 shirts
  - 2 of either a sweater, fleece jacket or vest
- Annually all employees will receive:
  - 3 shirts
- Every two years all employees will receive:
  - 2 of either a sweater, fleece jacket or vest

Beyond what is detailed above, employees may purchase additional Hennepin County logoed apparel at their own expense from the approved apparel styles and color palette.

### **LOA for addressing overtime issues at the JDC:**

Hennepin County understands AFSCME's concern that Public Safety Records Clerks are forced to work overtime at the Juvenile Detention Center (JDC). Further, that AFSCME has an interest in understanding JDC management's steps to reduce the frequency of forcing. Management agrees that forcing is undesirable for employee productivity, morale, and retention.

In order to reduce the frequency of forcing PSRCs in the immediate future, the JDC commits to continuing efforts to fill PSRC vacancies as quickly as practicable when they occur, to training Juvenile Correctional Officers to perform admissions tasks and duties otherwise performed by PSRCs, to working to ensure adequate number of JCOs on all shift patterns, and to meeting AFSCME leadership in meet and confer sessions to discuss issues of concern.