

SEIU LOCAL 521 PROPOSALS TO Kern County

SEIU RESERVES THE RIGHT TO MODIFY, DELETE OR ADD TO THE FOLLOWING PROPOSALS

Article Section 6.

Shop Stewards

- A. The County agrees to allow authorized shop stewards to assist and represent employees as required by law. The County further agrees to recognize and deal with authorized union representatives in all matters related to this Agreement.
- B. The number of shop stewards shall be determined as a function of a ratio of one shop steward for every ~~25~~ 50 covered employees with each department, except that the Department of Animal Services shall have three shop stewards. ~~The number of shop stewards for the Department of Human Services shall be no more than 25.~~ Additional shop stewards may be added upon approval of the affected department head and the Kern County Human Resources Division.
- C. SEIU shall provide the Kern County Human Resources Division with a list of shop stewards on the first business day following February 1 of each year
- D. The Union agrees that whenever investigation or processing of a formal grievance is transacted during working hours, the amount of time will be limited to only that which is necessary to bring about prompt disposition of the issue. Shop stewards desiring to leave their work locations to conduct Union business shall first obtain permission from their supervisor and inform them of the purpose for leaving work and expected return time. Permission to leave will be granted within 24 hours of the request, unless the absence would cause an undue interruption of work, in which case, release from work shall be made as soon as practicable.
- E. Prior to entering a work location, to conduct a grievance investigation or to process a grievance, the shop steward shall inform the supervisor of his/her/their presence. The affected employee will be released within 24 hours of the request to meet with the shop steward unless leaving the job would cause an undue work interruption, in which case the employee will be released as soon as practicable.
- F. The shop steward shall perform aforementioned duties without loss of pay or other benefits.
- G. The Union's representatives (staff personnel) may intercede and replace the shop steward in any matter, authorized by subsection A above, and processing at any time by notice to the department head or his/her/their representative.