

**ORANGE COUNTY PROPOSALS TO CIVIL SERVICE EMPLOYEES'
ASSOCIATION, INC. (CSEA) FOR A SUCCESSOR TO THE AGREEMENT
DATED 2003-2006**

Replace 12/14/06 Proposal 6 with:
Article 6(1)(a), Overtime, p. 9 –

“Except as otherwise prescribed herein, for authorized work actually performed in excess of forty (40) hours a week, employees will receive overtime at the rate of one and one-half (1-1/2) times the employee’s applicable hourly rate or with the approval of the Department Head be granted compensatory time-off computed at one and one-half (1-1/2) times the overtime hours worked.

For employees at the Orange County Community College hired on or after June 12, 2004 and for all other County employees hired on or after June 19, 2004, whose work week is 37 ½ hours, authorized work actually performed in excess of 37 ½ hours per week will be paid at straight time for hours worked between 37 ½ and 40 hours per week and at time and one-half for hours worked over 40 hours per week.

For employees hired on or after January 1, 2007, whose work week is 35 hours, authorized work actually performed in excess of 35 hours per week will be paid at straight time for hours worked between 35 and 40 hours per week and at time and one-half for hours worked over 40 hours per week.

Authorized leave time shall not be included in hours of work actually performed. With the approval of the Department Head, employees may be granted compensatory time-off for overtime hours worked. An employee may accrue a maximum of forty (40) hours of compensatory time. All accrued but unused compensatory time in excess of 40 hours will be paid out on the last pay-date of the calendar year.”

Replace 12/14/06 proposal 10 with:

Article 7(4) – Holidays, p. 15 – Add: “For employees at the Residential Health Care Facility, the other day off must be used 30 days before or 30 days after the holiday. If an employee at the Residential Health Care Facility does not report to work as scheduled on the scheduled holiday, the employee will be docked his/her accrued leave time.”

Replace 12/14/06 proposal 15 with:

Article 16, p. 27 – Association Time – “No more than one shop steward from the same department may utilize paid absences for association business at the same time.”

Replace 12/14/06 proposal 20(c) with:

Article 21, Section 1(9), Health Insurance, p. 42 – “Effective upon final ratification and approval of this Agreement, an employee who retires from the County with a single

health insurance plan may not add dependent coverage after retiring.” Also clarify heading in schedule entitled “Eligibility Period” to read “Eligibility Period Upon Completion of.”

Add as Proposal 28:

Article 24(1)(a) – Salary Plan, p. 47 - Delete step 1 from salary schedules.