

SEIU Local 1021

Opening Proposal – 2ND Draft

July 6, 2016

Article 1:

TERM

TERM

This Memorandum of Understanding is entered on the 1st day of September ~~2013~~ 2016, by the County of Del Norte (hereafter County) and Service Employees International Union Local 1021 (hereafter Union). This agreement is entered into under the authority of the Meyers-Milias-Brown Act (MMBA) Government Code § 3500 et seq. Nothing in this article is intended to derogate from legal protections enjoyed by employees under Federal or State law, except to the extent that variance, exception or exclusion is permitted through collective bargaining. This MOU shall expire on August 31, ~~2016~~ 2019, unless extended by mutual agreement. ~~The parties shall file written proposals for contract renewal not later than April 1, 2016. At least sixty (60) days prior to the expiration either party shall file a written notice with the other of its desire to amend, modify or terminate this Memorandum of Understanding.~~

RECOGNITION

The County recognizes the Union as the exclusive collective bargaining agent for all regular permanent full-time and permanent part-time employees in the miscellaneous unit, excluding all Executive Management [EM (E)], Management [M (E)], Mid-Management [MM(E)] Confidential [C (E)] and Extra Help employees. See Attachment A for a list of classifications covered by this Agreement.

EQUITY AGREEMENT

The Employer and the Union further agree that during the term of this contract, the intent of the Employer is to treat all employee groups with equity in regard to possible salary, cost-of-living, and benefit increases. Should any such increase be agreed to with any other employee groups, the Employer shall bargain collaboratively with the Union to reach an equitable agreement which addresses salary, cost-of-living adjustments and benefits for its unit members.

All other language remains the same in Article 1.

The Union has a right to add to or modify the proposals during these negotiations.

For the Union

For the County

