

SEIU Local 1021

Opening Proposal

May 16, 2016

Article 2: **Definitions**

2.21

K. Temporary/Extra Help Employee:

An employee who covers vacations, sick leave or other anticipated or unanticipated absences of a permanent full time employee or part-time employee on a limited term basis. An Extra-Help employee is limited to working less than nine hundred sixty (960) hours per fiscal year in a temporary, seasonal, on-call, part-time or other capacity. Extra help employees do not receive vacation, sick leave, holiday pay, health benefits, PERS benefits unless statutorily required by CalPERS, longevity pay or other benefits, incentives or conditions of employment specifically provided to permanent full-time or permanent part-time except those mandated by law. Extra-Help employees do not have a probationary period or achieve permanent status and shall not be eligible for benefits defined in this MOU. Extra-help shall not be normally used when the staffing could be appropriately assigned to a fully trained permanent employee. In no way shall the use of an extra-help employee be used in lieu of hiring a permanent full or part time position.

All other language remains the same in Article 2.

For the Union

For the County