

## Negotiations between Santa Clara County and SEIU Local 521 Master Table

Article 3	Union Security	Hold to CP April 14, 2023 TA to CP 3.8 5/2/23
Article 4	Official Representatives, Stewards And Negotiating Committee	Hold to CP April 14, 2023 TA to CP 4.1(a) 5/2/23
Article 6	Personnel Action	Hold to CP May 9, 2023 TA to CP 6.11 4/14/23
Article 7	Pay Practices	See Attached
Article 8	Hours Of Work, Overtime, Premium Pay	See Attached
Article 9	Uniforms And Clothing	Hold to CP May 9, 2023 TA to CP 9.2 5/4/23 TA to CP 9.3 5/4/23
Article 10	Holidays	Hold to CP April 14, 2023
Article 12	Leave Provisions	Hold to CP April 14 & 20, 2023
Article 13	Benefits	Hold to CP April 14, 2023 TA to CP 13.2 a) 1. TA to CP 13.2 a) 1.h. TA to CP 13.2 c)
Article 19	Grievance Procedure	See Attached
Article 21	Reorganization	Hold to CP April 14, 2023
Article 26	Strikes And Lockouts	Hold to CP April 14, 2023
New Article	Management Rights	Hold to CP April 14, 2023
Term of Agreement		Hold to CP April 14, 2023
Appendix J	Employee Assistance Program	Hold to CP April 20, 2023
Appendix K	Contracting Out	Hold to CP April 14, 2023
Appendix L – N and Sideletters		Hold to CP April 20, 2023

The County reserves the right to add proposals, or modify, delete, and/or supplement these proposals at any time during MOA negotiations.

These proposals do not modify, withdraw, or settle any County proposals already presented to SEIU, unless specifically noted herein. Any SEIU proposals not addressed herein are rejected at this time.