

Negotiations between Service Employee International Union, Local 521 and
County of Santa Clara
Master Table

DATE: April 14, 2023
TIME: _____

ARTICLE 3	UNION SECURITY	SEE ATTACHED
ARTICLE 4	OFFICIAL REPRESENTATIVES, STEWARDS AND NEGOTIATING COMMITTEE	SEE ATTACHED
ARTICLE 6	PERSONNEL ACTION	SEE ATTACHED
ARTICLE 7	PAY PRACTICES	OPEN
ARTICLE 8	HOURS OF WORK, OVERTIME, PREMIUM PAY	SEE ATTACHED
ARTICLE 9.3	SAFETY SHOES	SEE ATTACHED
ARTICLE 10	HOLIDAYS	SEE ATTACHED
ARTICLE 12	LEAVE PROVISIONS	SEE ATTACHED - leave open
ARTICLE 13	BENEFIT PROGRAMS	OPEN
ARTICLE 20	CLASSIFICATION	OPEN
	TERM OF AGREEMENT	OPEN
	APPENDIX A – SALARY SCHEDULE	Open - add PESU
	APPENDIX K – CONTRACTING OUT	SEE ATTACHED
	APPENDIX L – EXTRA HELP AND INTERMITTENT WORKERS	SEE ATTACHED
	APPENDIX M – GUIDELINES FOR DEPARTMENTAL SAFETY COMMITTEES	SEE ATTACHED

ALL OTHER ARTICLES NOT SPECIFICALLY MENTIONED ABOVE WILL BE NEGOTIATED AT A LATER DATE OR
WILL REMAIN AS UNION'S POSITION IN IT'S INITIAL PROPOSAL, NO CHANGE OR HAVE BEEN T.A.'D. UNION RESERVES
THE RIGHT TO MODIFY AND/OR AMEND IT'S PROPOSALS.