

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

DATE: May 2, 2023
TIME: 9:38 a.m.

ARTICLE 3 3.8	UNION SECURITY <i>Third-Party Requests</i>	UP 4/14/23 TA MP 5/2/23
ARTICLE 4 4.1 (a)	OFFICIAL REPRESENTATIVES, STEWARDS AND NEGOTIATING COMMITTEE <i>Official Representatives - Meeting with Management</i>	UP 4/14/23 TA MP 5/2/23
ARTICLE 6 6.11	PERSONNEL ACTION <i>Performance Appraisal Program</i>	SEE ATTACHED TA MP 4/14/23
ARTICLE 7	PAY PRACTICES	UP 4/14/23
ARTICLE 8	HOURS OF WORK, OVERTIME, PREMIUM PAY	UP 4/14/23
ARTICLE 9.3	SAFETY SHOES	SEE ATTACHED
ARTICLE 10	HOLIDAYS	UP 4/14/23
ARTICLE 12 12.7 12.11	LEAVE PROVISIONS <i>OTHER FAMILY LEAVE</i> <i>BEREAVEMENT LEAVE</i>	UP 5/2/23 <i>NO CHANGE – CCL</i> <i>NO CHANGE – CCL</i>
ARTICLE 13	BENEFIT PROGRAMS	SEE ATTACHED
ARTICLE 15	PERS	TA – MP 5/2/23
ARTICLE 19	GRIEVANCE PROCEDURE	NO CHANGE – CCL
ARTICLE 20	CLASSIFICATION	TA – MP 5/2/23
Article 21	RE-ORGANIZATION	NO CHANGE CCL
ARTICLE 24	DELIVERY OF QUALITY PUBLIC SERVICES FOR COUNTY RESIDENTS	TA – MP 5/2/23
ARTICLE 26	STRIKES AND LOCKOUTS	NO CHANGE CCL
NEW	MANAGEMENT RIGHTS	NOT INTERESTED

TERM OF AGREEMENT	OPEN
APPENDIX A – SALARY SCHEDULE	Open
APPENDIX K – CONTRACTING OUT	UP 4/14/12
APPENDIX L – EXTRA HELP AND INTERMITTENT WORKERS	UP 4/14/23
APPENDIX M – GUIDELINES FOR DEPARTMENTAL SAFETY COMMITTEES	UP 4/14/23
Side Letter Regarding Classification and Staffing (Including Vacancies)	Reject Co. Proposal No Change – CCL
Side Letter on Educational Leave Support Program Committee	OPEN
Side Letter Agreement on 2020 Lump Sum (CalPERS)	TA MP 4/20/23
Side Letter Agreement on Deferred Compensation Committee	UP 4/25/23

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.