

**Attachment V - Service Employees International Union (SEIU) Local 1107**

**NON-SUPERVISORY UNIT - Fiscal Impact Assessment Summary**

<b>Article Number</b>	<b>Article Title</b>	<b>No Change Item</b>	<b>No Cost / Savings Item</b>	<b>Cost / Savings Item</b>
1	Agreement		✓	
2	Intent	✓		
3	Recognition	✓		
4	Discrimination Clause	✓		
5	Anti-Strike Clause	✓		
6	Management Rights	✓		
7	Employee Rights	✓		
8	Union Rights	✓		
9	Employee Deductions		✓	
10	Labor/Management and Safety Committees	✓		
11	Dispute Resolution Procedures		✓	
12	Certification Pay/Bilingual Pay	✓		
13	Personnel Layoff, Recall, and Appeal Procedure	✓		
14	Basic Workweek	✓		
15	Compensation			✓
16	Initial Appointment, Rehire, Promotion, Transfer, and Demotion	✓		
17	Posting of Vacancies	✓		
18	Overtime, Call Back, and Standby Pay	✓		
19	Shift Differential			✓
20	Acting Pay	✓		
21	Salary Adjustment			✓
22	Holidays			✓
23	Vacation	✓		
24	Sick Leave		✓	
25	Miscellaneous Leaves	✓		
26	Benefit Eligibility	✓		
27	Service Connected Disability	✓		
28	Retirement Contribution	✓		
29	Group Insurance	✓		
30	Life Insurance	✓		
31	Long Term Disability Insurance	✓		
32	Longevity	✓		
33	Private Automobiles	✓		
34	Tools and Uniforms			✓
35	Time and Attendance	✓		
36	Substance Abuse Policy		✓	
37	Entire Agreement	✓		
38	Conflicting Agreements	✓		
39	General Savings Clause	✓		
40	Retiree Health Account Plan	✓		
41	Methods of Employee Classification		✓	
42	Shift Assignment	✓		
43	Terms of Agreement		✓	
44	Clark County Merit Personnel Ordinance and Directives	✓		
Appendix A	List of Classifications	✓		
Appendix B	Salary Schedules & Ranges	✓		
Appendix C - D	[BLANK]	N/A	N/A	N/A
Appendix F	Definitions	✓		
Appendix G	Substance Abuse Program Observation/Incident Report	✓		
Appendix H	Investigatory Notice Form		✓	
Appendix I	SEIU Intent to Arbitrate Letter Template		✓	
MOU	Subcontracting Committee	✓		