

ATTACHMENT II - TENTATIVE AGREEMENT

SEIU Proposal
Date: June 9, 2022
SEIU Proposal #8


In accordance with Article 14, Section 2, and Section 3 of the UMC and SEIU, Local 1107, collective bargaining agreement (CBA) signed November 3, 2020, the parties agree to the following:

1. Effective the latter of July 1, 2022, or upon approval by the Board of County Commissioners (BCC), and continuing through June 30, 2023:
 - a. The salary plan currently in effect as of June 30, 2022, covering scheduled employees in Appendix A, will be increased by three percent (3%).
 - b. Employees hired on or before July 1, 2022, will receive a one-time lump sum retention bonus of \$1000, less appropriate withholdings, payable on their first full paycheck following ratification and approval of this Agreement.
 - c. During months one (1) through twelve (12) following the ratification and approval of this Agreement, an employee eligible for a merit increase shall receive a one-time additional one percent (1.0%) enhanced merit increase above the percentage identified in Article 15, Section 12 of the CBA, for the corresponding overall rating. At the time of the annual merit, for any employee at or over the max of their classification salary range, the parties will agree to override Article 15(13), and award the applicable merit and enhanced merit. After the completion of the twelfth (12th) month following the signing of this Agreement, the enhanced merit increase of one percent (1.0%), and the override of Article 15(13), will sunset, and all future merit increases will be processed as outlined in Article 15, Section 12 of the CBA.
2. Effective the latter of July 1, 2023, or upon approval by the Board of County Commissioners, and continuing through June 30, 2024, the salary plan currently in effect as of June 30, 2023, covering scheduled employees in Appendix A, will be increased by three percent (3.0%).
 - a. Employees hired on or before July 1, 2023, will receive a one-time lump sum retention bonus of \$750, less appropriate withholdings, payable on their first full paycheck of Fiscal Year 2024.

This tentative Agreement concludes the bargaining pursuant to the reopener request from SEIU Local 1107, dated November 9, 2020.

Agreed to this 9 day of June, 2022

Agreed to this 9 day of June, 2022


Kurt Houser, UMC


Michelle Maese, SEIU, Local 1107