

Attachment III - Service Employees International Union (SEIU) Local 1107

NON-SUPERVISORY UNIT - Fiscal Impact Assessment Summary

Article Number	Article Title	No Change Item	No Cost / Savings Item	Cost / Savings Item
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		✓	
12	Certification Pay/Bilingual Pay			✓
13	Personnel Layoff, Recall, and Appeal Procedure	✓		
14	Basic Workweek	✓		
15	Compensation			✓
16	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	Term of Agreement		✓	
NEW	Clark County Merit Personnel Ordinance and Directives		✓	
Appendix A	List of Classifications	✓		
Appendix B - D	Salary Schedules & Ranges	✓		
Appendix E	Arbitration Panel List	✓		
Appendix F	Definitions	✓		
Appendix G	Clark County's Substance Abuse Program	✓		
MOU	Memorandum of Understanding		✓	