



Summary of Changes: 2010 Memorandum of Understanding SEIU 721 and County of Riverside

There will now be one MOU for all SEIU 721 Riverside County workers (Parks and Waste bargaining units are now included.) The new MOU in its entirety will be posted on the SEIU 721 website: WWW.SEIU721.ORG

Article 1: Term-New: July 1, 2010 to June 30, 2011.

Article 2: Recognition-Only reflects the addition of the language from Parks and Waste MOUs

Article 3: Full Understanding Modification and Waiver –No Change

Article 4: Workweek, Overtime and Premium Pay- (section B)

- New: at the discretion of RNs and LVNs at RCRMC, 3/12 schedules can be kept
- New: at their discretion classification in the clinics may maintain 4/10 schedules
- New: alternate schedules in all other classifications that are requested will not be unreasonably denied
- New: Appeal Process if an alternate schedule if unreasonably denied

Article 5: Pay Practices: (section 1 A) Step increases shall remain frozen for the duration of this MOU

Article 6: General Provisions New (Section 2 B) Calls for the establishment of 2 lower salary steps at the bottom of each entry level classification and will only be set for new hires and transfers from other unions. The money to be saved from these lower steps will go to pay increased CALPERS

costs. This was agreed to protect our members from cuts to Pension plan design or paying a portion of CALPERS out of pocket.

Article 7: Leave Provisions: No Change

Article 8: Vacation: No Change

Article 9: Holidays: (Section 7C) Included existing side letter on DPSS holiday pay

Article 10: Reimbursement Programs: No Change

Article 11: Discipline, Dismissal and Review: No Change

Article 12: Disciplinary Appeal Procedure: No Change

Article 13: Grievance Procedure: No Change

Article 14: Anti Strike Clause: No Change

Article 15: On-The-Job Injury or Illness: No Change

Article 16: Layoff and Reinstatement: No Change

Article 17: Dress Codes and Uniform Allowances: (New Section C- i and k for RCRMC) Restricts displaying Tattoos and Facial Piercings in line with other County Department Policies

Article 18: Voluntary Time Bank: No Change

Article 19: Appeal Procedure Accident Review Committee: No Change

Article 20: Alcohol and Drug Abuse Policy: No Change

Article 21: Discrimination Complaint Procedure: No Change

Article 22: Benefit Programs: (New Section E 5) Only this section can be reopened in order to allow SEIU 721 to locate lower health insurance costs for our members during the course of the contract for the same or better plans with the providers.

Article 23: Agency Shop: No Change

Article 24: Maintenance of Membership (Supervisory Only): No Change

Article 25: SEIU Pension Relief

- New: (Section 1) The County of Riverside will no longer contribute to this Pension starting on July 1, 2010

- New: (Section 2) A Pension Relief Bank will be established to credit for the savings resulting from the establishment of the two lower salary steps in Article 6 section 2B. This money will be used to pay CALPERS increases. This section was agreed to instead of cuts to CALPERS benefits that other Unions are being faced with in this year's negotiations.

Article 26: Separability: No Change

Article 27: Joint Labor Management Committees: No Change

Article 28: Special Provisions: No Change

Article 29: Compensation: No Change

Article 30: Parity Studies

- This is a significant agreement that resolves compaction issues affecting Supervisory bargaining unit members.
- New section 3: Agreement on reclassification study for Accounting Technicians to begin by 1/1/2011

Article 31: Union Rights

- New Section 2: Two New Payroll Codes for Union Related release time

- New Section 3: SEIU permitted to communicate with membership via payroll leaflets quarterly

- New Sections 11 and 12: Release time for SEIU Local 721 Executive Board Meetings for members elected by membership in Riverside County and for President if such person is a Riverside County Employee

Article 32: Board Policy C-29- Poll Workers: No Change

Article 33: Furlough Program: New: Mandatory Furloughs end no later than June 30, 2010.

Article 34: Fairness Agreement

- New: Ensures that any increase in wages, benefits, retirement incentives or job security for management, non-represented, confidential or LIUNA members will be given to our members on the same dates and to the same extent.