2017 Negotiations between
Service Employees International Union, Local 521 and
County of San Benito

Introduced
Date: 8/31/17
Time: 3:28

Union Counter Proposal

The Union reserves the right to modify, change or delete the following proposal:

ARTICLE 17.
SUB-CONTRACTING

17.1 Not less than thirty (30) days prior to any final decision, on sub-contracting or assignment of volunteers to do unit work, the County will notify the Union of its intent to sub-contract. Within five (5) days of the Union requesting to meet and confer, ~~Upon request~~ **~~within five (5) days of the notice~~**, the County will meet with the Union to explain the reasons that sub-contracting is being considered, and to discuss the impact of the sub-contracting on unit members. Nothing herein should be construed to restrict the County's right to sub-contract out unit work after meeting and conferring with the Union on the impact of the sub-contracting.

17.2 The County agrees to meet with the Union, at the Union's request, to discuss options for restoring positions that have been subcontracted longer than six (6) months.

17.3 **In the cases where the County's operational need to maintain County services, the County may sub contract out services upon notification to the Union where the operational need is urgent and temporary and would result in an immediate negative operational impact on services to the public or would result in a reduction of anticipated revenues to the County.** . The parties agree that such a temporary situation would be defined as a need for the use of sub-contracted services that would be limited to not longer than ninety (90) days.

Upon this notification to the Union, the County will make a good faith effort to recruit for and fill any vacant positions which would meet these operational needs. Within five (5) working days of notifying the Union of its intent to sub-contract, the County will begin the recruitment process and post the opening(s) for such vacant positions.

The County agrees to communicate with the union on an on-going basis, and to meet upon request, to provide updates on its progress in filling vacancies and arranging for permanent restoration of the sub-contracted services.

Tentative Agreement

FOR SEIU LOCAL 521:

Date/Time: _____

_____
SEIU Negotiator

_____
SEIU Bargaining Team Member

_____
SEIU Bargaining Team Member

_____
SEIU Bargaining Team Member

_____
SEIU Bargaining Team Member

FOR COUNTY:

Date/Time: _____

_____
County Negotiator

_____
County Negotiator

_____
County Negotiator