

TENTATIVE AGREEMENT
BETWEEN
SAN ANDREAS REGIONAL CENTER
AND
SEIU LOCAL 521

March 23, 2020

SECTION 31 – SALARIES

A. Salaries

1. Employees shall be paid in accordance with the Salary Schedule attached as Appendix A, which for non-exempt employees shall reflect their base hourly rate and for exempt employees shall reflect their monthly salary.

The Regional Center agrees to provide a 3.0% increase to the salary schedule retroactive to July 1, 2019.

In addition to the 3.0% increase referenced in Number 1, retroactive to July 1, 2019, the Regional Center agrees to provide an increase of 2.5% to the salary schedule for the classifications of: Unit Secretary, Fiscal Assistant, Office Assistant and Consumer Relations Specialist.

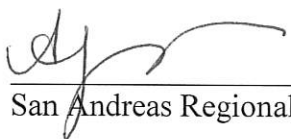
Date

SEIU Local 521

SEIU Local 521

3/23/2020

Date



San Andreas Regional Center

SIDE AGREEMENT
BETWEEN
SAN ANDREAS REGIONAL CENTER
AND
SEIU LOCAL 521

March 23, 2020

1. The parties have met and conferred relating to the effects of the COVID-19 pandemic – including all applicable state and local orders relating to public health safety and stay at home and/or sheltering in place – on the Regional Center's business operations ("The COVID-19 Public Health Emergency").
2. The parties understand that the Regional Center is part of the critical infrastructure and is an essential business under applicable state and local orders such that it must continue to operate.
3. During this period of time, the Regional Center has agreed to allow certain bargaining unit employees to telecommute.

To address issues that have arisen connected to the COVID-19 Public Health Emergency and time periods where employees are telecommuting, and effective as of March 17, 2020, the parties agree as follows:

- A. The limitation on the number of days that an employee may otherwise telecommute as set out in the parties' collective bargaining agreement is temporarily suspended.
- B. Further, the parties agree that the Regional Center is suspending the "Union Cell Phone Release Policy," with the exceptions that: (i) there will be no discussion of case management via text; and (ii) unless approved by Human Resources managers will not contact employees via their cellular phones if they are on vacation, using sick leave, and/or on an approved leave of absence.
- C. The Regional Center will provide notice to all employees as of the date the temporary suspension of the telecommuting requirements and the "Union Cell Phone Release Policy" have been lifted and that the existing requirements in the parties' collective bargaining agreement and/or policy are being reinstated.
- D. During this period of time, employees may continue to work in their assigned office or telecommute, unless the Regional Center directs the employee to either telecommute or work in the office.
- E. For employees who are directed to telecommute or chose to telecommute, they must track each day they telecommute during the period of this Agreement and submit such records to the manager for approval on a weekly basis.
- F. Because it is difficult, if not impossible, under today's service plans to allocate the cost of such plans to business verses personal use, the Regional Center will reimburse all eligible for s

usage by reimbursing a maximum monthly sum of \$40.00 as a presumptively appropriate reimbursement amount for all reasonable business uses incurred in telecommuting (including cellular phone services). The amount shall be prorated for less than full months as well as for employees who continue to work in the office, e.g. if an employee telecommutes only 2 days per week and there are 20 work days in the month, the employee will receive \$16.00 in that month as reimbursement. Further, if this Agreement is only in effect for 3 weeks and an employee telecommutes every day during that period, the employee will receive a reimbursement of \$30.00.

G. The parties agree this Agreement is not precedential nor does it create a past practice.

H. To address such changes and/or to address the evolution of the COVID-19 Public Health Emergency, the parties may terminate this Agreement by providing written notice to the other party and the termination of this Agreement shall occur two days after such notice has been provided.

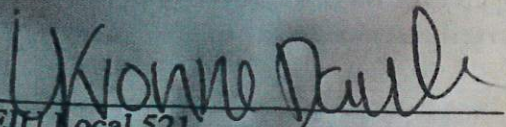
I. Any disputes arising out of this Agreement shall be subject to the grievance procedure set out in the parties' collective bargaining agreement.

J. Unless otherwise terminated earlier or extended by the parties in writing, this Agreement shall terminate as of June 30, 2020.

Date

3-23, 2020

SEIU Local 521


Kionne Davis

Date

3/23/2020

San Andreas Regional Center

