



**CITY OF SAN MATEO – LIBRARY PER DIEM UNIT
AND
SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 521
TENTATIVE AGREEMENT SUMMARY**

April 2020

Term

- 3 years (March 8, 2020 – March 4, 2023)

Salary Increase

- Effective June 28, 2020, employees in this unit will receive a 3% salary increase.
- Effective June 27, 2021, employees in this unit will receive a 2% salary increase.
- Effective June 26, 2022, employees in this unit will receive a 1.5% salary increase.

Health and Welfare/HealthWorx

- Starting the first full month after Council adoption the City shall increase City contribution to \$350 per month toward the premium.
 - ▣ If the premium increases to \$460 per month or more during the term of the MOU, the City shall send a meet and confer notice to the Union.

Library Service Reward

- Clarified language; Reward will be given at **each milestone**:
 - ▣ \$500 for Unit Members employed for 10 to 19 years
 - ▣ \$750 for Unit Members employed for 20 years or more

Sick Leave Accrual

- Updated language

Mid-Term Pay Raises

- Updated language

Performance Bases Compensation Increases

- Updated language
- **New Language:** Notice to Employee Denial in writing

Union Rights

- Added language regarding Employee Reports and New Hire Orientation