

tive to 8/1/95; a 7/1/96 cost of living increase based on the CPI, and an equity increase for all members of both bargaining units of 1% effective 1/1/96.

Other items negotiated which affects both bargaining units are: changes in lay-off language which moves the District closer to seniority lay-off but still addresses performance; a change in the pay for medical visits and for prescriptions; a change in longevity pay for employees hired after 12/31/95; and a modification of operation hours during the summer months (June, July, August and September).

In addition, the General Bargaining Unit agreed to new contract language that allows employees to ask for work area preferences when areas become vacant. The Supervisory Bargaining Unit will be meeting with the District to work on a performance pay concept for all employees at the Mosquito Control Technician III level (supervisors) for possible implementation during the 1996-97 fiscal year.

Negotiators for both units worked extremely hard during these difficult sets of negotiations since many of these issues were quite important and complex. Thanks goes to General Unit representatives Larry Nolin and Keith Nienhuis; Supervisory Unit representative Larry Fraser, and SJPEA staff member Marcia Mooney, who was the Chief Negotiator for both bargaining units.