

MAD PROPOSED CONTRACT LANGUAGE CHANGES - SUPERVISORY UNIT

MOU ENDING 12/31/93

Change District title to San Joaquin County Mosquito Abatement and Vector Control District and change SJCEA to San Joaquin Public Employees Association, Inc. or SJPEA.

Change Section 1 to Section 1.1 RECOGNITION and add:

SECTION 1.2 Maintenance of Membership

Effective the date of this agreement, for purposes of SJPEA's continued certification as the recognized employee organization for this Unit, employees in this Unit who are now, or hereafter become members of SJPEA shall maintain membership with SJPEA for life of this Memorandum of Understanding, except that any such employee may withdraw from such membership not earlier than ninety (90) days nor later than sixty (60) days prior to the expiration of this Memorandum of Understanding.

SECTION 2 -

2.1 Salaries - Change as follows:

- A. Effective December 31, 1992, all employees of this bargaining unit shall receive a salary adjustment of 1%.
- B. Effective December 31, 1992, equity adjustment of 1% will be added to the pay scale for the Supervisor classification.
- C. The District agrees to continue in an effort to give an equity increase to the Assistant Supervisor classification.

2.5 Uniforms - change language to read (Bob Dalton should have language).

2.6 Longevity Pay - change to read:

After 10 years of service with the District, an employee shall receive an additional 5% of salary compensation. For each 5-year period thereafter, an employee shall receive an additional 5% of salary compensation. This sum will be paid in addition to the salary paid to the individual based on the appropriate salary scale.

SECTION 3.1 Health Insurance

The District shall pay 100% of the premium for employees under the existing health plan. The District shall pay for current Dependent coverage up to a 6 1/2% increase in premiums. If

dependent premiums increase more than 6 1/2% during the term of this contract, employees will pay any additional increase.

SECTION 4.1 Vacation

B. Delete "To become effective July 1, 1974."

C. Add the following language (in previous amendment):

No employee shall be, by virtue of use of vacation time described in this section, absent from his or her job assignment for more than 16 hours in any one week period;

No more than 32 consecutive hours shall be taken at any one time, including weekends or holidays.

D. Add the following language:

However, if leave/vacation is granted the employee shall have the option to utilize any existing vacation leave accruals to cover the absence.

SECTION 4.2 Sick Leave

C. change language to:

The District shall allow utilization of up to 40 hours sick leave per year for illness, injury or quarantine of a member of the employee's immediate family whether or not they live in the employee's household which requires the employee to tend, care for, or otherwise provide for the care of such person. "Immediate family" includes spouse, child, parent, sibling, grandparent, and grandchild of the employee as well as a parent, sibling, grandparent and grandchild of the employee's spouse.

SECTION 5.1 Certification - Add:

C. Effective December 31, 1993, and continuing thereafter, the District agrees to pay a .5% educational differential to any member of this Unit who obtains and maintains a Terrestrial Invertebrate Certificate from the State of California.

SECTION 6 ADMINISTRATIVE PROCEDURES - Add:

6.4 Reduction of Personnel

During the term of this Agreement, the District does not anticipate the need to lay off employees. However, the District and the Association agree to attempt to meet and discuss new performance evaluation and lay off procedures during the term of this Agreement. The parties further agree that if lay offs do occur during the term of this Agreement, the District will negotiate over the procedure of lay offs before any layoffs occur.

SECTION 7.1 Term of Agreement

The term of this agreement shall be for a period of one year commencing on December 28, 1992, and expiring on December 31, 1993.

Change Index and Signature page.