

COLLECTIVE BARGAINING AGREEMENT

BETWEEN

ARC OF BUTTE COUNTY

AND

**SERVICE EMPLOYEES INTERNATIONAL UNION,
LOCAL 1021**

JANUARY 1, 2018

Through

DECEMBER 31, 2020

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employment condition falling within the scope of negotiations under the National Labor Relations Act. The foregoing does not prohibit a mutual waiver by both parties should they agree to meet and confer on any subject during the term of this Collective Bargaining Agreement.

ARTICLE II RECOGNITION

A. Scope of Bargaining Unit

Pursuant to the certification issued by the National Labor Relations Board in Case No. 20-RC-17986, the Employer recognizes the Union as the exclusive collective bargaining representative of the employees in the following bargaining unit:

- 1. Included:** All regular full-time, regular part-time and casual employees including Maintenance employees, Independent Living Programs Instructors, Socialization Training Assistants, Social Recreation Instructors, Support Services Providers, Recreation Instructors, Day Program Instructors, Thrift Store Clerk/Receivers, Thrift Store Pick Up and Delivery Drivers.
- 2. Excluded:** All other employees, management employees, office administrative staff, confidential employees, managers, professional employees, fundraising/telemarketing staff employees, Respite Care Providers, Respite Schedulers, Program Coordinators, Day Program Supervisors, Thrift Store Supervisor, guards, and supervisors as defined in the National Labor Relations Act.

B. New Classifications

When the Employer creates a new classification that falls within following program areas that the Union represents the employer will submit the new classification for review by the Union. The program areas are: Independent Living Program, Day

Arc management is not obligated to bargain with the Union as to such areas during the term of this Agreement.

B. Examples of the rights reserved solely to the Arc management and its agents and officials include, but are not limited to, the right:

1. To establish the Arc's missions, programs, objectives, activities, and priorities;
2. to plan, supervise, direct and control the use of resources to achieve the Arc's missions, programs, objectives, activities, and priorities;
3. to establish and administer procedures, rules and regulations and determine the methods and means by which operations are to be carried on;
4. to introduce new or improved methods, programs, equipment, or facilities or change or eliminate existing methods, equipment, or facilities;
5. to determine the location or relocation, reorganization, or discontinuance of operations; to determine where employees shall work; or subcontract all or any portion of any operation;
6. to assign, reassign and schedule work; to determine the need for overtime;
7. to establish the size, composition, and qualifications of the work force;
8. to recruit, hire, develop, train, evaluate, promote, transfer, demote, or layoff limited appointment, career, or probationary employees;
9. to determine the basis for, and to determine the amount granted for merit increases unless modified by a collective bargaining agreement.
10. to establish, modify, and enforce standards of performance, conduct, and safety for employees; and to determine the process by which employee performance is evaluated;
11. to reprimand, suspend, release, or otherwise discipline or discharge employees for misconduct or failure to perform satisfactorily unless modified by a collective bargaining agreement.
12. to maintain safety standards and programs;
13. to determine and modify job classifications and job descriptions.

C. The above enumerations of management rights are not inclusive and do not exclude other management rights not specified, nor shall the exercise or nonexercise of rights retained by the Arc management be construed to mean that any right is waived.

for the duration of the meeting and the individuals shall be paid for the time signed out through utilization of hours from the Union time bank.

The Employer shall provide written notification to the Union of a newly hired bargaining unit employee no later than ten (10) days after the employee's start date, including the employee's name, classification and start date. The Union will provide to the Employer a list of Stewards and Union officers who shall be provided to each newly hired bargaining unit employee within ten (10) days after the employee's start date.

C. Bulletin Boards.

The Employer shall make available bulletin board space in a non-public location at each of the Employer's facilities for the posting of official notices of Union business.

D. Use of Facilities.

Upon request, the Employer's meeting room facilities may be made available during business hours for use by bargaining unit employees and the Union, provided that such facilities are available and that there would be no cost to the Employer. Application for use of such facilities shall be made to the Executive Director or the Executive Director's designee. The granting or denial of such requests, and any conditions placed upon such usage, shall be in the Employer's sole discretion.

E. Investigatory Interviews.

An employee shall, upon request, be entitled to the presence of a Steward at an investigatory interview conducted by representatives of the Employer, when such employee reasonably believes that the investigation may result in disciplinary action against him or her.

F. Access to Executive Director

Union stewards shall have reasonable access to the Executive Director to

will include with each dues transmittal an explanation of any changes since the previous transmittal.

F. The Union shall notify the Arc of any cancellation or changes in the deduction authorization within ten (10) days on receipt.

ARTICLE VII – TIME BANK

The Arc of Butte County agrees to the establishment of a Union time bank for use by employees for the sole purpose of performing or conducting Union business without loss of pay, subject to the following Employee Contribution conditions:

Employees may contribute only vacation hours from employee's accrued vacation balance, and such contribution shall be voluntary and non-revocable. Contributions shall be made on a form provided by the Arc of Butte County and signed by employee making the contribution. Contributions shall be made in whole-hour increments only.

A. Maximum Hours.

The Maximum number of hours from employee contributions, which may be contributed and utilized in any calendar year, shall be two hundred and forty (240) hours. Any hours remaining in Union's time bank on December 31 shall be carried over into the next calendar year and credited toward the two hundred and forty (240) hour maximum contribution amount.

B. Scheduling and Approval of Use.

Union agrees to give the Arc of Butte County as much advance notice as is practicable requesting use of time bank hours. Union's time bank hours shall not be used by any employee without prior written approval of employee's department

ARTICLE IX DISCIPLINE

All employees are required to adhere to the standards of behavior stated in the employee handbook. Failure to abide by these standards will subject the employee to discipline up to and including termination. The determination of the discipline lies within the sole discretion of the Executive Director. Any disciplinary action taken up to and including termination can be reviewed via the Open Door Policy (Article XII Section N, CBA, page 33).

A. Notice to Employee

Copies of all written disciplinary notices shall be provided to the employee in question. The employee shall be provided with a space to indicate receipt of the notice, but not necessarily agreement with its content. All records of disciplinary nature will be maintained in the employee's personnel file.

B. Notice to Union

The Employer will provide notice of all written disciplinary measures to the employee in writing. It is the responsibility of the employee to contact the Union. The employee may be represented through all phases by the Union. In the case of termination, SEIU will receive a notice from the Employer as part of our existing semi-monthly notification agreement.

C. Appeal

Any employee subject to discipline may utilize the Open Door Policy to request a hearing with the Executive Director and the Executive Committee of the Board of Directors. The employee must submit a written request to the Executive Director designee within ten (10) working days. The employee may be represented by the

conditions or limitations of the official plan documents, the provisions of the official plan documents will control. This Agreement does not describe all the exclusions, limitations or conditions of the benefit programs. Employees who wish to inspect any official plan documents can make an appointment with the Office Manager for that purpose.

Employees may obtain the booklets from the Office Manager.

The agency offers benefits in each of the following areas:

A. HEALTH INSURANCE

Eligibility for health insurance coverage for regular full-time employees will begin after the employee has completed thirty days of employment, with coverage beginning on the 1st day of the month following thirty (30) days. For employees who move into regular full time employment, the thirty day period will begin when they qualify as regular full time. The employee has the option to pay for dependent coverage.

Insurance coverage is based upon the carrier accepting the employee for coverage. If the carrier denies coverage, an attempt will be made to secure alternative health insurance coverage. The Employer will assume no costs above the average per employee rate. Health insurance coverage for dependents is the financial responsibility of the employee. In certain circumstances, an employee may be eligible for continuation of coverage under the Consolidated Omnibus Budget Reconciliation Act (COBRA). All employees receive notice of their rights under COBRA; at the time they first become covered under the health insurance plan and again upon any qualifying event. This information is available on request from the Human Resources Manager and will be provided to each employee upon a qualifying event.

The base health Insurance will be equivalent to the Blue Shield of California "Pro Plan 1500 Value". Arc will pay 75% of the Base Health Care Plan, plus 75% of the

employees are covered under this program. Employees and the Employer share the responsibility of paying contribution on a 50-50 basis. The employee's share is deducted from each paycheck, as required by law.

E. Sick Leave

The Employer's sick leave policy provides the employee with salary continuation during limited periods of illness and injury. It is not time off to which the employee is entitled. Accumulated sick leave will be lost upon the employee leaving employment. The employee will not receive any compensation for their sick leave balance.

Regular, full-time employees accrue sick leave at the rate of one hour for each twenty (20) hours worked. Sick leave for regular part-time employees who are regularly scheduled to work twenty (20) hours per week or more will accrue on a pro-rated basis. The maximum amount of accumulated sick leave allowed is twenty (20) days. The Executive Director may request verification of illness/injury by a physician after three consecutive days of absence. Sick leave is accrued from the first day of employment. Employees may begin using accrued sick leave after completion of thirty (30) days of employment.

Employees may use up to one-half their annual sick leave accrual to care for an ill parent, spouse, or child. In California, the Employer sick leave program is coordinated with State Disability Insurance (SDI). Employees eligible, and with accumulated sick leave, may receive from the Employer the difference between their regular wages and maximum allowable SDI. If the sick leave occurs due to a work-incurred injury or illness, the employee may choose to receive accumulated sick pay that is equivalent to the difference between his/her full salary and any temporary

J. Holidays

All regular full-time employees are entitled to the following paid holidays. The Employer grants the following paid holidays to regular part-time employees who are regularly scheduled to work (twenty)20 hours per week or more on a prorated basis:

- | | |
|---------------------------------------|------------------------------|
| 1. New Year's Day | 6. Labor Day |
| 2. Martin Luther King, Jr.'s Birthday | 7. Veterans Day |
| 3. President's Day | 8. Thanksgiving Day |
| 4. Memorial Day | 9. Friday after Thanksgiving |
| 5. Independence Day | 10. Christmas Day |

Holidays observed during an employee's scheduled vacation shall be paid as a holiday and not be considered as a vacation day. When a designated holiday falls on a Sunday, the following Monday shall be observed. When a designated holiday falls on a Saturday, the preceding Friday shall be observed.

All regular full-time employees are entitled to one floating holiday per calendar year after the first thirty (30) days of employment. Regular part-time employees who are regularly scheduled to work 20 hours per week or more are entitled to one floating holiday per calendar year on a prorated basis after the first thirty (30 days) of employment. If the floating holiday is not taken during a calendar year it will be forfeited.

Requests for taking the floating holiday should be submitted to the Executive Director or his/her designee at least seven (7) calendar days in advance. Approval will be deemed automatic where there is either no response from the approving party or the requesting party receives a response less than two (2) days prior to the requested date. The Executive Director or his/her designee will resolve any scheduling conflicts.

K. Vacation

Regular full-time employees are granted annual vacation with pay as follows:

the approving party or the requesting party receives a response less than two (2) days prior to the requested dates. The Executive Director or his/her designee will resolve any scheduling conflicts.

If an employee is in need of time off to attend to personal business during the first six months of continuous employment, said employee may approach the Executive Director or his/her designee regarding a flexible work time arrangement to take the required time off. Employees cannot accrue vacation time beyond twice the employee's current annual vacation accrual. Employees cannot take vacation in advance of accrual. Salary will not be credited in lieu of vacation except upon termination.

L. Performance Review and Pay

1. Performance Review Process

Every employee's work performance, progress, and potential are reviewed:

Upon completion of a six (6) month introductory period

Every twelve (12) months thereafter (Annual Review).

The review provides an employee the opportunity to receive an evaluation of past performance and future expectations. The focus will be on skills, quality, and quantity of work, job knowledge, work habits, adaptability, cooperation, and attendance.

2. Pay

Pay shall be established through Pay Ranges assigned to each applicable job title. The pay range shall consist of six (6) pay steps; Step One (1) through Step Six (6), with the introductory period assigned "Step 1". For the purpose of this article "Anniversary Date" shall mean the date that an employee is eligible for "Step 2" in the case of an employee originally appointed at "Step 1", or in the instance of an employee

the Employer and the employee's annual performance review. The Board of Directors will review salary ranges on an annual basis.

N. Illness During Vacation

An employee who becomes seriously and unexpectedly ill during a vacation period of one week or longer may charge accumulated sick leave rather than accumulated vacation time for the days on which such employee is ill, provided that satisfactory documentation is furnished to the employer for review and approval of the Executive Director or his/her designee promptly upon the employee's return from vacation.

O. Holiday During Sick Leave

If a paid holiday, as set forth under Section J of this document, occurs during employee's sick leave, as defined under Section E (Sick Leave) of Employee Benefits, that day shall not be charged to sick leave but shall be charged as a paid holiday. This condition shall be applicable in short-termed situations only. Where long term situations are in effect, such as, but not limited to SDI, Workers Compensation, leaves of absence, etc, this condition shall not apply.

P. Mileage

The Employer will reimburse \$0.38 per mile for all mileage driven by an employee covered by this agreement under Article XII General Employment Procedures and Policies, Section Q.

Q. Health and Illness Time Bank

Arc employees may contribute vacation hours into a "Health and Illness Time Bank". The hours will be contributed to the vacation time of a "specific employee" and added to their vacation hours. The hours will be used only to support an Arc employee

supervisor or the Executive Director. Employees can raise concerns and make reports without fear or reprisal. Anyone found to be engaging in any type of unlawful discrimination will be subject to disciplinary action, up to and including termination of employment.

B. Employment Procedures

1. General

In addition to the interviews given an applicant, employee references and information contained in the application form are used in determining qualifications for employment. Employment will be based on qualifications only. All information submitted is subject to verification. Falsification of information is cause for immediate termination. All personnel are required to produce documentation of their legal right to work and their identity within three days of date of hire. All personnel are required to sign an Agreement of Confidentiality at the time of hire.

2. Filling of Open Bargaining Unit Positions

a. Definitions:

1. A "transfer" is any change of worksite which results from an employee requesting to fill a position vacancy.
2. Vacancy or Open Position is an existing position that the Employer has posted and intends to fill or is a new position.

b. Positions that becomes Open or Vacant.

1. Adult Day Program Transfers within Classification

Bargaining unit positions that become open or vacant shall be posted at each work site and the Arc Stores for five (5) working days.

Employees may, at any time during the posting period, submit a written

with the most 'Agency Seniority', as defined in Article XIV-Layoff or Reduction in Force, Section C. Positions will be filled in-house by qualified applicants, prior to accepting outside applicants. Applicants into any of these open positions will be held to position assignments consistent with the other requirements set forth in Article XIV.

C. Categories of Employment

All employees are classified as either:

Exempt: Those who are excluded from the coverage of particular state and federal wage and hour laws.

Non-Exempt: Those who are covered by the state and federal wage and hour laws. For these employees, an accurate record of actual hours worked each day must be maintained and the payment of overtime is required by law.

In addition, all employees are designated according to the following categories:

Regular Full-Time: Those who are regularly scheduled to work thirty (30) hours per week or more. Full-time personnel are entitled to all benefits provided by the Employer under the conditions specified for participation.

Regular Part-Time: Those who are regularly scheduled to work less than thirty (30) per week. Part-time personnel are entitled only to those benefits required by law, except that part-time personnel who are regularly scheduled to work twenty (20) hours per week or more will receive sick, vacation and holiday pay on a prorated basis.

Casual: Persons employed on an as-needed basis. A casual employee may be temporary, irregular, or on-call with a fluctuating schedule, or persons employed full-time for special project duration. Casual employees are eligible only for those benefits required by law. The introductory period for all employees is six (6) months.

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5. Using foul, threatening, or abusive language.
6. Accepting employment outside the agency that interferes with the efficient performance of the employee's duties or involves a conflict of interest.
7. Falsification of timecards, client documentation, records and/or reports.
8. Stealing or misuse of the Employer's property (including lists, rosters, records) or property of any employee or client.
9. Making false, vicious, or malicious statements regarding the Employer, its employees, management, clients, or services.
10. Engaging in criminal conduct whether or not related to job performance.
11. Violation of the agency Drug Free Workplace Policy.
12. Insubordination, including but not limited to improper conduct toward a supervisor or member of management, refusal or failure to perform tasks assigned by a supervisor, or refusal or failure to comply with supervisor's reasonable instructions.
13. Committing or involvement with any act of unlawful harassment.
14. Violations of the stated Employer's policies and procedures.
15. Release or misuse of confidential information about the Employer or its consumers.
16. Failures to perform assigned work or meet a required deadline.
17. Incompetence, inefficient or careless performance of duties, including failure to maintain reasonable quality or productivity standards as stated within the employee handbook, job descriptions and/or employee procedures, rules and regulations.
18. Falsification of timecards, either your own or another employee's.
19. Failure to observe working schedules.
20. Excessive absenteeism as defined in Section M. Absences. ILP instructors need to complete their client's weekly hours consistently. If hours are not consistently met their caseload will be reassigned.
21. Working overtime without prior authorization except as outlined in Section J, Overtime.

J. Overtime Pay

The Executive Director or his/her designee must authorize overtime for any non-exempt employees before the overtime commences. The overtime hours worked must be included on the regular time sheet with an approval signature. Employees who work overtime without prior authorization will be subject to disciplinary action, up to and including termination subject to the collective bargaining agreement.

Employees are authorized to work overtime without prior authorization if an emergency safety situation occurs while the employee is in the field working with a client. The employee will attempt to notify his/her supervisor as soon as possible concerning the situation. Employee may be required to work overtime to attend mandatory staff trainings.

The Employer compensates employees for overtime in accordance with federal and state regulations.

K. Time Sheets

Each employee is responsible for maintaining his or her own time sheet and is to record the actual hours worked. Employees who work more than five (5) hours are required by law to take a lunch break. Working through lunch is not permitted. The lunch hour must be recorded on the time sheet.

L. Tardiness

Employees shall be considered tardy if they are not at their workstation ready to begin work at the beginning of the workday shift. Employees may not leave prior to the end of their normal working time without authorization. The Executive Director shall monitor the hours of work for each employee and counsel an employee if tardiness or leaving early becomes excessive.

back to the employee within five (5) business days what response and/or action is proposed as a solution to the concern. If the employee feels the concern is not dealt with in a sufficient manner he/she may take the concern to the Executive Director. The Executive Director will meet with the employee and the employee's supervisor to further address the concern. The Executive Director shall reply in writing back to the employee within 5 business days what response and/or action is proposed as a solution to the concern.

O. Personnel Records

It is the employee's responsibility to keep their personnel records accurate and up-to-date for our office. Immediately notify the Office Manager of any changes in your address, telephone number, marital status, number of dependents, insurance beneficiaries, name change, etc. All personnel records are confidential. Employees have the right to examine the contents of their confidential personnel file upon request with reasonable notice. The Office Manager or other Employer representative will be present during your examination of your file. The contents are the property of the agency and may not be removed; the employee may request duplication in writing. Reasonable copy charges will apply. The Employer will be responsible for making the copies.

P. Supervision of Employees

Direct supervision of immediate family members while in the employment of the Arc is prohibited. No supervisor shall attempt to influence or persuade any employee serving as a board of directors with respect to any board business including but not limited to voting, contracts, proposals, or personnel matters.

overtime in any given forty (40) hour work week.

ARTICLE XIII HEALTH AND SAFETY

Occupational health and safety is the mutual concern of the Employer, the Union and employees. Both the Employer and employees have an obligation to maintain a safe working environment and shall take such reasonable steps within their ability or authority to complete this obligation. Employees or the Union shall report safety and health hazards of which they are aware to the Employer. The Employer shall comply with applicable federal, state and local safety laws, rules and regulations. Nothing in this Agreement shall imply that the Union has assumed legal responsibility for the health and safety of employees. All employees are responsible for maintaining a safe environment, including but not limited to, client safety, keeping his/her work area clean and orderly, and performing the tasks outlined within his/her job descriptions and/or employee agreements.

A. Right to Refuse Unsafe Work

An employee acting in good faith has the right to refuse to work under conditions that the employee reasonably believes present an imminent danger of death or serious harm to the employee. The Employer shall not discipline or discriminate against an employee for a good faith refusal to perform assigned tasks if the employee has requested that the Employer correct the hazardous conditions but the conditions are not corrected, and the danger was one that a reasonable person under the circumstances would conclude is an imminent danger of death or serious harm. An employee who has refused in good faith to perform assigned tasks shall retain the right to continued

removed from the department work schedule and is anticipated to be longer than six (6) weeks.

2. Department Seniority

Department Seniority is defined as continuous employment an employee has worked within a department.

D. Order of Layoff

1. Bargaining Unit Position Displacement Rights

Agency seniority will be utilized to determine layoffs and displacement of employees that are anticipated to be longer than six (6) weeks. A layoff of this nature shall be accomplished in inverse order of "agency seniority"; that is, the least senior employee shall be laid off, provided that the employee to be retained meets the minimum qualifications for the position and has the skill and ability to perform the job and accepts the transfer to the new position within two (2) working days following notification of layoff. For purposes of this paragraph, a working day shall be defined as Monday though Friday, excluding holidays.

2. Adult Day Program Scheduling

The daily work schedule will be determined based upon the number of clients in attendance and according to client-to-staff ratios set by Far Northern Regional Center and Community Care Licensing. If there is a need to send employees home the first option will be to send individuals home that volunteer. These employees will stay at the day program and work two (2) hours. If there are not enough volunteers, "department seniority" will determine who will go home for the day. The individual(s) who will be sent home shall be selected in inverse order of department seniority; that is, the least senior employee shall be sent home.

F. Loss of Seniority and Employee Status.

An employee's seniority and employee status shall be lost for any of the following reasons:

1. Voluntary or involuntary termination.
2. Failure to return to work from a layoff within fourteen (14) calendar days after notice of recall was sent.
3. Layoff for six (6) consecutive months.

ARTICLE XV ASSIGNMENTS OUT OF CLASSIFICATION**A. Temporarily Supervisor Placement**

If an employee is temporarily assigned to the position of Supervisor, the employee will be paid at the Step One level hourly rate of pay for all hours worked in that higher paid classification.

B. CASS Assignment

If an employee who is working as an instructor is temporarily assigned to work as "CASS" staff position, within their daily shift, that employee will be paid for all hours worked within that daily shift at their instructor rate of pay.

ARTICLE XVI STAFF LIAISON TO BOARD OF DIRECTORS

Annually during the term of this Agreement, employees represented under this Agreement shall be entitled to elect one (1) employee to serve as staff liaison to the Employer's Board of Directors. The liaison's function will be to attend Board meetings; report to the Board via agenda item, if necessary, on issues and developments with

ARTICLE XIX NOTICES

Union to Employer

Notices by the Union to the Employer shall be mailed or delivered to the applicable address, as follows:

Mail & Delivery: Executive Director
ARC of Butte County
2030 Park Avenue
Chico, CA 95928

Employer to Union

Notices by the Employer to the Union shall be mailed or delivered to the applicable address, as follows:

Mail & Delivery: Service Employees International Union, Local 1021
5450 Power Inn Road, Suite F
Sacramento, CA 95820

Changes

Any change in the addresses shown in Sections A or B of this Article shall be provided to the other party within seven (7) calendar days.

ARTICLE XX TERM

This Collective Bargaining Agreement, having taken effect on January 1, 2018, upon approval of the Board of Directors of Employer following ratification by the Union, shall remain in full force and effect through December 31, 2020.

Notice of intent to bargain a successor agreement may be issued by either or both parties to the other not more than ninety (90) nor less than sixty (60) days prior to the above expiration date, unless agreed otherwise, mutually, by the parties. The parties agree that this Agreement covers all matters affecting wages, hours, and conditions of employment, and, that during the term of this Agreement, except as specifically provided herein, neither party will be required to negotiate, meet confer or consult on any matter excluded from or included in this Agreement.

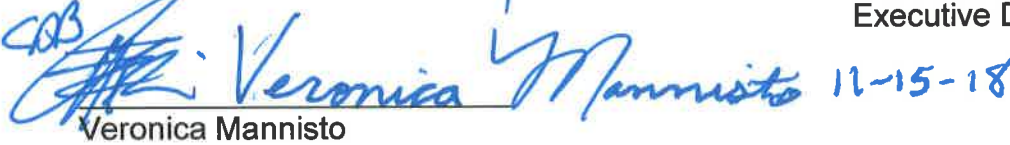
Executed: October 23, 2018.

For Union:

For Employer:

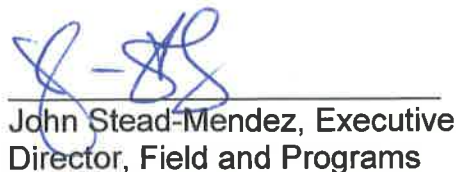

Chris Bolshazy, Field Representative


Tom Leonardi
Executive Director


Veronica Mannisto


Isabel Hatfield

Timothy Gonzales, Field Director


John Stead-Mendez, Executive
Director, Field and Programs

Appendix I

SEIU ARC EMPLOYEE WAGE STEP CHARTS

JANUARY 1, 2018 - DECEMBER 31, 2020

POSITION TITLE	NEW STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
	1 - 6 MONTHS	7 - 18 MONTHS	19 - 30 MONTHS	31 - 42 MONTHS	43 - 54 MONTHS	55 & UP MONTHS
ADMINISTRATION						
MAINTENANCE	11.00	11.20	11.40	11.60	11.80	12.00
	12.00	12.20	12.40	12.60	12.80	13.00
	13.00	13.20	13.40	13.60	13.80	14.00
IND. LIVING PROGRAMS						
ILS INSTRUCTOR I	11.00	11.20	11.40	11.60	11.80	12.00
	12.00	12.20	12.40	12.60	12.80	13.00
	13.00	13.20	13.40	13.60	13.80	14.00
ILS INSTRUCTOR II	11.00	11.20	11.40	11.60	11.80	12.00
	12.00	12.20	12.40	12.60	12.80	13.00
	13.00	13.20	13.40	13.60	13.80	14.00
SUPPORT SERVICE PROVIDERS (C.A.S.S.)	11.00	11.20	11.40	11.60	11.80	12.00
	12.00	12.20	12.40	12.60	12.80	13.00
	13.00	13.20	13.40	13.60	13.80	14.00
ADULT DAY PROGRAM						
DAY PROGRAM INSTRUCTORS I	11.00	11.20	11.40	11.60	11.80	12.00
	12.00	12.20	12.40	12.60	12.80	13.00
	13.00	13.20	13.40	13.60	13.80	14.00
DAY PROGRAM INSTRUCTORS II	11.00	11.20	11.40	11.60	11.80	12.00
	12.00	12.20	12.40	12.60	12.80	13.00
	13.00	13.20	13.40	13.60	13.80	14.00
1:1 AIDE Differential	12.00	12.20	12.40	12.60	12.80	13.00
	13.00	13.20	13.40	13.60	13.80	14.00
	14.00	14.20	14.40	14.60	14.80	15.00
ARC STORES						
CLERK / RECEIVER	11.00	11.20	11.40	11.60	11.80	12.00
	12.00	12.20	12.40	12.60	12.80	13.00
	13.00	13.20	13.40	13.60	13.80	14.00
ARC STORE PICK UP AND DELIVERY DRIVER	11.00	11.20	11.40	11.60	11.80	12.00
	12.00	12.20	12.40	12.60	12.80	13.00
	13.00	13.20	13.40	13.60	13.80	14.00

Appendix III

The SEIU Economic Proposal of April 19, 2018 was agreed upon and signed off on May 22, 2018. It includes a one-time offset payment of \$50.00 for SEIU bargaining unit members who are at Step 1 through Step 3; and \$100.00 for SEIU bargaining unit members who are at Step 4 through Step 6. Employees hired after ratification are not entitled to the offset monies.