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AGREEMENT BETWEEN

THE GREATER VALLEJO RECREATION DISTRICT

AND

SERVICE EMPLOYEES' INTERNATIONAL UNION (SEIU), LOCAL 1021

July 1, 2026, through June 30, 2029

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ARTICLE 1. Recognition

This Agreement is entered into the _____ day of August 2026, for the period starting July 1, 2026, and continuing through and including June 30, 2029, by and between THE GREATER VALLEJO RECREATION DISTRICT (hereinafter "DISTRICT") and SERVICE EMPLOYEES INTERNATIONAL UNION (SEIU), Local 1021 (hereinafter "UNION"). DISTRICT hereby recognizes UNION as the recognized employee organization for all non-seasonal employees scheduled to work thirty-two (32) hours per week or more in the following units:

> Middle Management Unit including Administrative Assistant, Landscape Supervisor, Facilities Supervisor, Recreation Supervisor, Recreation Coordinator, Accounting Clerk II, Accounting Clerk I, and excluding all others.

The UNION recognizes the General Manager or their designee as the DISTRICT's designated representative for negotiations.

ARTICLE 2. No Discrimination

The UNION and the DISTRICT will comply with all applicable local, state, and federal laws, to prevent discrimination based on race, color, religious belief, national origin, sex, disability, age, marital status, gender identification, sexual orientation, other protected categories, or lawful union activities.

ARTICLE 3. UNION Security

A. Upon written authorization by an employee and approved by the UNION field supervisor, the DISTRICT agrees to deduct, each pay day, from the accrued wages of each employee, after all other required deductions have been made, the sum certified as union dues, fees and assessments, and deliver same to the officer designated by UNION. The amount authorized to be deducted may be changed once each fiscal year, and such change will be made by the DISTRICT not later than thirty (30) days following the written notice of the change by the UNION. Employees are free to authorize dues deductions at any time.

B. The DISTRICT agrees to provide a payroll deduction for members to make a voluntary bi-weekly contribution to the UNION's Committee on Political Education (COPE), provided that the deductions are made at the same time as the payroll deductions for the UNION dues.

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ARTICLE 4. UNION Rights

A. Bulletin board space will be made available to the UNION.

B. UNION will be permitted to use DISTRICT facilities when not otherwise in use provided permission is secured from the General Manager in advance. Such use is limited to the business of the local union only for regular union meetings.

C. UNION may designate up to two (2) Shop Stewards. The stewards shall have up to eight (8) hours per calendar year of time away from work for employee employer relations training. DISTRICT will provide up to eight (8) hours' paid leave for this purpose.

D. DISTRICT agrees to provide the UNION negotiation team members with reasonable time to prepare for and participate in negotiations.

E. Each newly hired SEIU represented employee shall participate in a one (1) hour mandatory and in-person orientation meeting conducted by the Union within the first seven (7) calendar days from the date of hire during regular working hours without loss in compensation. One Union steward may participate in the orientation and shall suffer no loss in compensation. The District shall provide the designated Union representative with at least ten (10) days' notice of the anticipated first day of employment of each newly hired employee. If the newly hired employee's start date is fewer than ten (10) days after the date of hire, the District shall give the Union notice within twenty-four (24) hours of the date of hire.

The District shall provide the Union with electronic notification in malleable electronic format the following (Excel or similar) within 30 calendar days of the date of hire or by the first pay period of the month following hire:

1. Full name (last, first and middle name or initial)
2. Bargaining unit
3. Department
4. Job Title
5. Work location
6. Appointment type
7. Hire date
8. Job class entry date
9. Salary schedule step
10. Hourly rate
11. Health plan selected
12. Home address
13. Phone numbers (work numbers, home number, and personal cell

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number)
14. Email addresses (District and personal)

ARTICLE 5. Hours

The following provisions shall apply to all regular full-time employees covered by this agreement:

A. Workweek: The normal work schedule shall be forty (40) hours per week with five (5) consecutive eight (8) hour days per week, or in the case of a modified work schedule, the normal weekly schedule for the employee working the modified work schedule. For the purposes of calculating overtime, the work week is defined as Sunday at 12:00 am through Saturday 11:59 pm.

B. Overtime: Hours worked in excess of forty (40) hours in a work week will be compensated at the rate of time and one-half (1½) the employee's regular rate of pay, unless the employee elects instead to receive compensatory time off ("CTO") for the hours at the rate of time and one-half. Employees are expected to obtain prior approval for overtime except for in emergency or unforeseen operational circumstances. All employees who work overtime that was not preauthorized shall notify their supervisor no later than forty-eight (48) hours after the overtime is worked. The timesheet/card shall include the date(s) that overtime was worked, and reason for overtime.

C. Call-Back Pay: "Call-back" occurs when an employee is ordered to return to the worksite after completing a regular shift and departing District premises. Bargaining unit members called back to work shall receive a minimum of two and one-half (2½) hours credited to compensatory time. If an employee works beyond two and one-half (2½) hours, he or she shall receive compensatory time off at the rate of one and one-half (1½) for time actually worked until relieved from duty.

Callback generally shall be based upon an authorized person's request (authorized person may include: communications dispatcher, alarm service dispatcher, supervisor, or designated staff person) to an employee prior to the time that employee would arrive for his/her work day or after that employee has completed his/her normally scheduled work day. Time which is worked as overtime within the provisions of this Agreement shall be compensated as overtime as set forth in paragraph 5B hereinabove.

Assuming an employee covered under this Agreement, after having been released, receives an official work-related phone call at home and conducts DISTRICT business (i.e., system alarms that can be re-set remotely, assisting

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DISTRICT crews in the field performing emergency or pre-arranged work), without the need to report to a job site during non-working hours, DISTRICT agrees to compensate said employee for a minimum of thirty (30) minutes of straight time for the first call. regardless of how long the first call is. Successive calls related to the initial occurrence shall not be compensated, but new calls received meeting the above criteria, and for actual call time related to each successive similar call until the employee returns to work on a regularly scheduled workday shall be compensated at fifteen (15) minutes each straight time. For the purpose of this section, "conducts DISTRICT business" it is implied that actual business did transpire during the call. Not merely replying to a missed call or voice mail.

D. Compensatory time, if not used or scheduled for future use by the employee, will be cashed out the first pay period in June. The employer may make efforts to permit scheduling of earned compensatory time off. The District retains the right to schedule compensatory time off and/or cash out accrued compensatory time consistent with applicable law. Upon separation from employment, all unused compensatory time shall be paid in accordance with state and federal law.

E. Rest Periods: Each employee shall be entitled to take one (1) rest period not exceeding fifteen (15) minutes for each four (4) hours worked in a workday. Authorized rest period time taken shall be counted as time worked. To the extent practicable, the first rest period shall be taken near the midpoint of the first work period (before the meal period), and the second rest period, if applicable, shall be taken near the midpoint of the second work period (after the meal period). Modifications to the timing of employee rest periods require Department Head approval. For purposes of this section, a “work period” means the portion of the employee’s scheduled shift occurring before and after the meal period.

Rest periods shall not be taken consecutively or combined with meal periods. Rest periods may not be accumulated, carried over, or used to shorten the workday or alter the employee’s established schedule.

F. Flex Time - Flex time is defined as a modification to an employee's assigned start and stop time within a given work week. An employee may request to flex his/her assigned start and stop by up to one (1) hour. The granting of flex time is at the sole discretion of the department head/General Manager.

G. Temporary Schedule Change - Prior to a temporary change to a member’s

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regular schedule, the District will notice the employee in writing at least two weeks in advance, except with the consent of the employee.

H. The parties agree to a limited reopener of the MOU to meet and confer over potential policies and procedures regarding occasional remote work and alternative work schedules, namely 9/80 and 4/10 work schedules, for positions represented by SEIU. Reopener negotiations will commence no later than three months after the District appoints a permanent General Manager.

ARTICLE 6. Leaves

A. Sick Leave.

1. Unit members shall accumulate sick leave at the rate of one (1) day for each full month of service or major fraction thereof.

2. Sick leave may accumulate without limit.

3. If a holiday occurs during a period when an employee is absent from work on sick leave, the holiday shall not be deducted from his/her accrued sick leave.

4. If an absence extends beyond three (3) consecutive shifts, the DISTRICT may request information (e.g. a doctor’s note) to determine whether other leave laws apply.

5. During an employee's probationary period of employment, sick leave will accumulate and be available for use.

6. In order to receive compensation while absent on sick leave, the unit member shall notify his/her immediate supervisor or the administration office by telephone, text, or email before the time set for the beginning of his/her daily duties. The member must comply with the notification provision in this section on a daily basis during his/her absence on sick leave except when a doctor's certificate is provided no later than the fourth (4th) day of the absence or the member is hospitalized and unable to comply with this provision. (If the employee advises that the absence will encompass multiple days, the notification requirement is fulfilled.)

7. Unit members on sick leave or disability for less than ninety (90) days shall accumulate annual leave and sick leave the same as if

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the employee had worked, except those unit members taking catastrophic leave as set forth below. Employees accrue annual and sick leave, at a prorated rate (i.e., an hour-for-hour basis), when working in a non-full-time status.

8. It is agreed that all unit members with fifteen (15) or more years of service with the DISTRICT shall be entitled to a lump sum payment for their accumulated sick leave in the event of resignation, retirement, death or layoff initiated by the DISTRICT. The lump sum payment shall be seventy-five percent (75%) of the accumulated sick leave not to exceed payment of ninety (90) working days of accumulated sick leave. Unused sick leave may be converted to retirement credit, in a manner consistent with existing law, at the time of retirement. For unit members hired on or before December 31, 1997, the years of service requirement under this provision shall be ten (10) years.

9. Sick leave may be taken in one-tenth of an hour increments.

10. Sick leave may be used for the diagnosis, care, or treatment of an existing health condition of, or preventive care for, an employee or an employee's family member, or for purposes described in Gov. Code Section 12945.8(a)(4), or other purposes as may be required by law. Sick leave shall not be used for other reasons or in lieu of vacation time/annual leave, unless an employee has exhausted their accrued vacation leave and received prior approval from the General Manager or their designee. If a unit member becomes ill while out on vacation leave and wishes to convert scheduled vacation leave to sick leave, the employee must contact the DISTRICT to change the designated leave to sick leave. The employee may advise that the sick leave encompasses multiple days. The designated sick leave will commence from the time of notification. Thereafter, use of additional sick leave shall be handled in accordance with the above provisions.

B. Catastrophic Leave.

1. The parties have established a catastrophic leave bank to assist unit members who have exhausted leave due to a serious or catastrophic illness or injury. The leave bank will allow other DISTRICT employees to donate time to the bank so that an affected employee can remain on paid status for a longer period of time, thus partially ameliorating

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the financial impact of the illness or injury.

2. Initial buy into the program is eight (8) hours of vacation or sick leave, then one (1) hour every year during employment. Members can opt out at any time but cannot receive reimbursement of donated hours.

3. The requirements for the catastrophic leave bank as set forth in Rule and Regulation (RR) 2040 are attached hereto and incorporated by reference herein. In the event that the catastrophic leave balance becomes unreasonably low, the committee administering the catastrophic leave bank may recommend to the General Manager that the minimum donation be increased to eight (8) hours and the General Manager, in the exercise of his/her discretion, may make the change.

C. Statutory Leaves.

The DISTRICT follows all applicable State and Federal leave laws. Attached as Appendix "A" is an informational non-exhaustive list of currently applicable leave laws with links to their relevant FAQs. Appendix A is provided for informational purposes only; the District may update Appendix A from time to time due to changes to applicable leave laws.

D. Bereavement Leave.

Each unit member shall be eligible for paid bereavement leave up to a maximum of five (5) working days per bereavement for the death of the employee's immediate family member, provided:

1. The unit member notifies the DISTRICT of his/her absence on the first (1st) day of such absence, or sooner if able to do so.

2. The absence occurs on a day the unit member was scheduled to work.

3. The unit member upon request must provide sufficient proof as required by the DISTRICT.

For the purpose of this provision, immediate family member shall be defined as spouse, parent, brother, sister, child, grandparent, grandchild or registered domestic partner, parent-in-law, or the corresponding relation(s) by affinity, or any other person sharing the relationship of in loco parentis; and, when living in the

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household of the employee, a sibling-in-law.

In the event that the unit member is required to travel in excess of one thousand (>1,000) miles for the purposes of bereavement leave, a sixth (6th) day of bereavement leave shall be added.

Bereavement leave which exceeds five (5) days, or six (6) days as set forth above, shall be deducted from the employee's annual leave or sick leave at the employee's option.

E. Reproductive Loss Leave

After 30 days from the date of employment, employees shall be entitled to unpaid reproductive loss leave under this section. Eligible employees may take up to five (5) days of reproductive loss leave per reproductive loss event, up to a maximum of 20 days per year; employees may elect to use their accrued leave balances to remain in paid status while on leave. The reproductive loss leave may be taken non-consecutively and must be taken in increments of one (1) workday and completed within three (3) months of the date of the event entitling the employee to such leave.

Reproductive loss leave is separate from, and in addition to, other types of leave to which employees may be entitled, such as leave to care for one's own serious health condition or that of certain family members available under the California Family Rights Act (CFRA) and Family and Medical Leave Act (FMLA), leave for disabilities related to pregnancy or childbirth available under California Fair Employment and Housing Act (FEHA), or other applicable leave(s) provided under state or federal law. Employees who experience a reproductive loss event while on pregnancy disability leave, FMLA/CFRA leave or other applicable leave under state or federal law, may take reproductive loss leave after finishing the other form of leave, provided that the employee completes the reproductive loss leave within three (3) months of the end date of the other applicable leave.

For the purposes of this Subsection, "a reproductive loss" is defined as the loss experienced by an employee, the employee's current spouse or domestic partner, or another individual who would have been a parent of a child born as a result of the pregnancy or through adoption. The following events are considered reproductive losses:

- Failed adoption
- Failed surrogacy
- Miscarriage
- Stillbirth

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- Unsuccessful assisted reproduction

F. Jury Duty.

1. The employee shall notify his/her supervisor when he/she first receives a notice of jury duty and shall again notify the supervisor when he/she is called to report to jury duty.

2. Unit members who are required to serve on jury duty shall receive their regular straight time rate of pay, less all jury pay received for the full day. Employee must provide GVRD with written verification of jury duty attendance to be compensated for the full day.

3. Time spent in awaiting impaneling for jury selection is considered covered time under this section.

4. A "Jury Duty Verification" form must be turned in with the leave slip.

G. Military Leave.

Military leave will be granted to eligible unit members pursuant to the California Military and Veterans Code.

H. Time Off for Authorized Purposes.

1. Unit members will be granted reasonable time off with pay for the purpose of taking and preparing for promotional examinations with the DISTRICT. This shall include resulting hiring interviews for which they may be eligible.

2. Permanent unit members will be allowed to take up to four (4) hours on the same day of the blood donation without the loss of pay for the purpose of donating blood, not to exceed two (2) times in any given calendar year.

I. Leave of Absence Without Pay.

A leave of absence of any length must be approved in advance by the General Manager or their designee in writing.

I. New Member Benefits

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Floating holidays, comp time and sick leave are available upon date of hire. Employees will be able to use annual leave and access deferred compensation after six (6) months of employment.

ARTICLE 7. Holidays and Vacation

A. Holidays.

1. Unit members are granted the following paid holidays:
New Years Day
Martin Luther King Birthday (third Monday in January)
Presidents Day (third Monday in February)
March 31, Farmworkers Day
Memorial Day (last Monday in May)
Juneteenth
July 4, Independence Day
Labor Day (first Monday in September)
Indigenous Peoples' Day
Veterans Day
Thanksgiving Day
Day Following Thanksgiving
One-half Day on Christmas Eve Day
Christmas Day
Floating Holiday Hours (see section 7.A.4 below)

2. Unit members required to work on a paid holiday shall receive pay for the Holiday and double time rate for time worked.

3. When a paid holiday falls on a Saturday, the preceding Friday is the paid holiday. When a paid holiday falls on a Sunday, the following Monday is the paid holiday.

4. Twelve (12) hours will be available for use as floating holiday hours. Any remaining floating holiday hours at the end of the calendar year, will be cashed out in the first full pay period in January of the following year. Floating holiday leave may be taken in one-tenth of an hour increments.

B. Vacation.

1. During the first five years of employment, a unit member will be

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granted fifteen (15) days annual leave per year. After five (5) years employment, the unit member will be granted twenty (20) days annual leave per year.

2. A unit member may not accumulate more than three hundred sixty (360) hours of unused annual leave.

3. Each employee who has accumulated three hundred sixty (360) hours of vacation time shall be notified of their vacation hour balance and shall be allowed to take vacation consistent with the DISTRICT's vacation policy. If an employee has a vacation balance in excess of three hundred sixty (360) hours, the employee shall not accumulate additional vacation hours until the balance is less than three hundred sixty (360) hours.

4. If a holiday occurs during a unit member's annual leave, said holiday shall not be considered a day of annual leave used by the unit member.

5. During the first six (6) months of a new member's probationary period, annual leave will accumulate but will not be available for use by the unit member.

6. Annual leave may be taken in one-tenth of an hour increments.

7. Based upon a calendar year, if a participant uses any annual leave during that year, they can apply only once during December 1 -15 to sell back up to one hundred (100) hours that year. It is a one (1) hour used for one (1) hour sell back. For example, if they use thirty-two (32) hours of annual leave, at the end of the year they can sell back thirty-two (32) hours. In order to qualify, besides using annual leave, they must have eighty (80) hours of annual leave in their account at the time of the request to sell the hours.

ARTICLE 8. Safety

A. The DISTRICT will continue to make all reasonable efforts to see to it that work performed under the terms of this memorandum is performed with a maximum degree of safety consistent with the requirement to conduct efficient operations.

B. The DISTRICT will provide appropriate safety equipment.

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C. The DISTRICT and UNION hereby establish a joint safety committee to review and make recommendations on conditions, devices and equipment within the DISTRICT.

ARTICLE 9. Discipline

A. Permanent employees who are to be disciplined shall be provided notice of such action.

1. A description of the proposed action to be taken and the effective date or dates of the proposed action shall be provided to the employee not less than ten (10) working days prior to the effective date of such action.

2. A clear and concise statement of the reason(s) for the proposed action.

3. A statement that the unit member has the right to respond to the charges.

B. A unit member may respond to the action within ten (10) working days of the receipt of the action. If the unit member elects to respond in person, a meeting shall be scheduled with the General Manager or designee at which meeting the employee shall be afforded the opportunity to respond to the proposed action. The unit member is entitled to representation at this meeting. The General Manager or designee may amend, modify, revoke or sustain any or all of the charges.

C. For all discipline involving a Termination, Demotion or Suspension, the General Manager or designee will provide written notice of the unit member's right to appeal to the Personnel Committee, a standing subcommittee of GVRD Board of Directors, and the time within which that appeal must be made.

Appeals to the Personnel Committee must be filed in writing within ten (10) working days of the receipt of the decision of the General Manager.

The Personnel Committee will be convened within twenty (20) working days of receipt of the timely request for a hearing. Within ten (10) working days of this meeting, the Personnel Committee shall deliver to the General Manager and appellant a written opinion.

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D. For all discipline involving a Termination, Demotion or Suspension, either party may appeal the decision of the Personnel Committee to the Board for a final and binding decision.

ARTICLE 10. Grievance Procedure

A. The term grievance is an allegation that there has been a misinterpretation, misapplication, or violation of this Agreement. This article shall not apply to disciplinary actions covered by Article 9.

B. Procedure.

Step 1: In order to be considered, a grievance must be discussed with the unit member's immediate supervisor within ten (10) working days of the occurrence or knowledge of the event giving rise to the grievance. The supervisor shall respond within ten (10) working days.

Step 2: If the grievant is dissatisfied with the supervisor's response or if no response is made within the time provided, the unit member shall reduce the grievance to writing and present it to the Department Director, General Manager or designee. In order to be considered, the written grievance must be submitted within ten (10) working days of the supervisor's response or the date a response was due.

The written grievance must:

a. State the facts upon which it is based;

b. State when the event occurred;

c. Specify the section(s) of this memorandum alleged to have been violated, misinterpreted or misapplied;

d. Specify the desired resolution; and

e. Be signed by the grievant and his/her UNION representative.

The Department Director, General Manager or designee shall meet with the grievant and their representative within ten (10) working days of receipt of the grievance. Within ten (10) working days of the meeting, the General Manager or designee shall render a decision. If the grievant is not satisfied with the response, they shall have ten (10) working days to appeal to the Personnel Committee, a standing subcommittee of GVRD Board of Directors. Appeals to the

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Personnel Committee must be submitted within ten (10) working days.

The Personnel Committee will consider the appeal at its next scheduled meeting, but not later than 45 calendar days from receipt of a timely appeal. Within ten (10) working days of this meeting, the Personnel Committee shall deliver to the General Manager and appellant a written opinion.

Within ten (10) working days of the opinion from the Personnel Committee, if the grievant is dissatisfied with the decision, the grievant can appeal the Personnel Committee's decision to the Board of Directors. The Board's decision will be final and binding.

C. Time limits at any step of this procedure may be waived by mutual agreement. Failure by the UNION and/or grievant to meet the specified timelines shall preclude further processing of the grievance. Failure of the DISTRICT to adhere to the timelines contained in this article shall allow the grievant to pursue their grievance to the next higher step.

D. UNION representatives shall suffer no loss of pay for time spent investigating complaints and processing grievances hereunder. Said representatives shall notify their supervisor as to their leaving the job for these purposes. Reasonable advance notice must be given to include when and how long the person will be absent and when they are scheduled to return. No more than one UNION representative may be absent from his/her job to represent UNION on the same matter unless specifically provided for. Preparation time shall not exceed four (4) hours unless the parties agree to a greater number in writing.

ARTICLE 11. Layoffs

A. Position elimination will be considered a layoff if it results in the loss of employment.

B. Layoffs shall be by seniority, by department and by position as determined by the District's Board of Directors and the General Manager.

C. Employees whose layoff is effective during a month will continue to receive medical, dental and life insurance coverage during that month, and an additional three (3) months.

D. Employees who are laid off and subsequently rehired within ninety (90) calendar days following the effective date of layoff will be considered as having

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served continuously in the DISTRICT service for purposes of seniority and vacation accrual. Employees not rehired within the ninety (90) day period will remain on the recall list for one (1) year from the date of layoff. Such list shall be used by the DISTRICT when a vacancy arises in the same or lower class before recruitment outside the DISTRICT. Employees must meet qualifications for the position to be considered. An employee who resigns, retires, or is terminated for reasons other than a layoff relinquishes any and all rights to be placed on the list. Upon separation due to layoff, the District shall pay all wages due, including accrued vacation and floating holiday balances consistent with District policy, and any accrued CTO. Sick leave shall be handled in accordance with Article 6. Nothing herein waives recall rights or affects seniority restoration if rehired.

E. Bumping Procedures.

1. A laid off employee may bump a less senior employee in a lateral or lower classification if the member meets the minimum qualifications for the class.

2. Employees bumping other employees must accept the salary, hours, and working conditions of the new position.

3. An employee bumping another employee in a lower class shall receive the highest salary in the new range that does not exceed the member's pay rate prior to bumping.

4. Employees may waive their bumping right to an available position in writing to the General Manager within five (5) workdays after receiving the notice of layoff. Employees who waive their bumping rights within the time limit shall not be considered to have resigned nor shall they lose their position on the layoff eligibility list.

5. Employees shall be recalled in the reverse order of layoff up to ninety (90) days after the layoff.

F. The DISTRICT and UNION shall use reasonable efforts to compile a list of essential and less essential part-time position(s) with the understanding that the DISTRICT shall make every effort to lay off the less essential part-time employees identified on the list before laying off any permanent employee covered by this Agreement.

ARTICLE 12. Benefits

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A. Throughout the term of this Agreement, DISTRICT shall pay one hundred percent (100%) of the cost of health benefits for the employee; eighty percent (80%) of the cost of health benefits for the employee and one (1) dependent; and, seventy-five percent (75%) of the cost of health benefits for the employee and more than one (1) dependent.

B. The payments for any increase in health benefits by DISTRICT during the life of the within Agreement shall not exceed One Hundred Fifty Dollars ($150.00) per month during the term of this Agreement for the employee; Two Hundred Dollars ($200.00) per month during the term of this Agreement for the employee and one (1) dependent; and shall not exceed Three Hundred Dollars ($300.00) per month during the term of this Agreement for the employee and more than one (1) dependent.

1. Employees who opt to decline health insurance provided by DISTRICT shall receive a Four Hundred Dollar ($400.00) monthly in lieu of payment. In order to qualify for this payment, the employee must provide to DISTRICT proof of health insurance coverage throughout the term of this Agreement.

C. For insurance cap purposes as set forth in paragraph 12.B. above, the medical insurance rates for calendar years 2026 and 2027 shall be at the 2026 insurance rate. The medical insurance rates for 2028 shall be at the 2028 insurance rate.

D. The DISTRICT will pay the premium for each employee and dependent(s) under the approved group dental plan. The dental coverage set forth within this section shall be Two Thousand, Two Hundred dollars ($2,200.00) per year for the employee and dependents under the approved group dental plan. Unit members working less than forty (40) hours per week will receive a proration of the employer's contribution for a full-time employee with the same coverage.

E. The DISTRICT will provide group life insurance in the amount of Fifty Thousand Dollars ($50,000.00) for each unit member during the term of this Agreement.

F. The DISTRICT will contribute for retirees up to Four Hundred Thirty-two Dollars ($432.00) per month for the health insurance premium. In order to be eligible for this benefit, the retiree must have completed twenty (20) years of service with the DISTRICT. Dependent coverage provided under this provision shall apply to dependents of the retiree at the time of his/her retirement.

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1. Upon the death of the retiree, the DISTRICT will continue paying the health insurance premium for the life of the retiree's designated dependent, provided that the dependent had the relationship of spouse or dependent child of the retiree at the time of the retirement of the retiree. The entitlement of a dependent child under this provision shall be during the child's dependency, which is defined as to age eighteen (18) or the physical and/or mental disability of the dependent as determined by a licensed physician.

2. A committee consisting of the following: a member of each DISTRICT bargaining unit; a representative of the non-represented employees; the General Manager or his designee; and a retiree (jointly selected by the bargaining units and the General Manager) shall meet to study the retiree health insurance issues and the related cost thereof and report their findings and recommendations to the General Manager no later than July 1, 2016. The recommendations of the committee shall be considered by the General Manager and accepted or rejected by the General Manager after meeting and conferring with the bargaining units.

G. The DISTRICT shall set up IRS 125 plans to provide members with pre-tax deductions for medical premiums.

H. The cost of health insurance as set forth herein shall be paid with pre-tax dollars.

I. The current PERS retirement is two percent (2%) at age fifty-five (55). AB340 created new pension formulas for employees hired after January 1, 2013, that are new members of PERS. "New" is defined as (1) never having been a member of PERS or (2) having been out of the system for six months or more. For "new" members, the formula is two percent (2%) at age sixty-two (62). The DISTRICT will pay the cost of the 1959 survivor benefits plan.

J. In accordance with the California Labor Code, the DISTRICT provides all statutory workers compensation benefits for the DISTRICT's employees who sustain work related injuries or illness. Pursuant to Labor Code Sections 3700, *et seq.,* the DISTRICT is self-insured for workers' compensation at no cost to the unit member. DISTRICT will continue to pay employee at his or her regular salary rate during the three (3) day waiting period. DISTRICT will continue to pay the difference between the allowance granted by the workers' compensation insurance and the employee's regular salary not to exceed six (6) months.

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K. A deferred compensation program as established by the DISTRICT is available to all unit members after they have been employed for at least six (6) months. The District will match employee contributions to deferred compensation at the rate of up to five ($5) dollars per pay period upon successful completion of the probationary period.

L. Requests for specific training and/or education may be submitted during the budgeting process. The request may or may not be included in the final budget. If approved in the budget, the General Manager will again make a determination on the education or training prior to enrollment.

M. DISTRICT shall provide full-time employees with a vision plan. DISTRICT shall pay the full amount of the plan cost.

N. When space is available, members may utilize DISTRICT facilities one (1) time per year at one-half(½) of the cost for the rental The DISTRICT will provide bargaining unit members up to $400 annually (from January 1 to December 31) as a health and well-being benefit. SEIU members and/or immediate family members living in their same household may use the annual amount to pay toward GVRD programs, classes, entrance fees, and/or to utilize District facilities. In order to utilize this benefit, employees are required to fill out the applicable form to track use.

When an employee utilizes a discount to reserve a facility under his/her name, the DISTRICT's expectation is that the use of such facilities is only for the benefit of the employee and/or the group he/she is representing. This section is offered as a benefit to DISTRICT employees and reservations made pursuant to this section of the Agreement shall not be used for any other purpose or for organizations not originally requested by the employee, nor shall the use of such facility space be sold, traded or utilized in any manner other than for the employee's original request and authorization. The reserving employee is expected to be on site for the duration of the event.

ARTICLE 13. Compensation

A. Wages

Year 1: Employees shall receive a three and a half percent (3.5%) wage increase, effective either (i) retroactively to July 1, 2026, (ii) the first full pay period following the adoption of the MOU by the Board, or (iii) the pay period including the adoption of the MOU by the Board. Upon the adoption of this MOU, the Board shall, in its sole discretion, select one of the three effective date options above and thereby

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render a final and binding decision over the effective date for this 3.5% wage increase.

Year 2: Effective July 1, 2027, employees shall receive a three percent (3.0%) wage increase.

Year 3: Effective July 1, 2028, employees shall receive a three percent (3.0%) wage increase.

B. Unit members will receive longevity premium pay for years of service at the District at the steps and rates set forth below:

Completed Years of Service at GVRD	Longevity Premium (total)
10-19	1% of base salary
20 or more	2% of base salary

Unit members will receive longevity premium pay at one of the two rates shown above upon completing the years of service required for that rate. For example, employees will receive longevity pay equal to 2% of base salary upon completing their 20th year of service at the District. Longevity premiums shall not stack.

C. When the General Manager determines that bilingual skills are beneficial for a position to conduct district business, an employee in the designated position may be eligible for bilingual pay. In order to receive bilingual pay, the employee must pass a proficiency exam conducted by a GVRD designee. The proficiency exam will be conversational and related to realistic job scenarios. Thereafter, the employee shall receive forty ($40.00) dollars per pay period for bilingual pay. Employees on an approved leave of absence without pay shall be eligible to receive the bilingual pay in proportion to the relationship the time worked in that pay period bears to eighty (80) hours. Employees receiving bilingual pay are expected to use bilingual skills when called upon to do so. Bilingual pay may be revoked if the employee fails to respond to such requests, or the employee is assigned to a position not requiring the bilingual ability.

D. The probationary period for unit members shall be one (1) year. During this probationary period, new employees may be terminated at the will of the DISTRICT. The promotional probationary period for unit members is six (6) months from the date of promotion. During this promotional probationary period, employees may be released back to their former position at the will of the DISTRICT. Probation can be extended once with a one (1) time, three (3) month extension.

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E. In order to receive a step increase, the employee must first obtain a satisfactory review. Step increases shall be received upon the first (1st) pay period following the completion of the below-listed time frame, subject to the condition above: Step 2 – one (1) year after hire date; Step 3 - one (1) year after Step 2; Step 4 - one (1) year after Step 3 increase; Step 5 - one (1) year after Step 4 increase, Step 6 one (1) year after Step 5 increase, Step 7 one (1) year after Step 6 increase.

An employee who is promoted to a position in a higher classification shall be placed at the recruiting step for the class or such higher step as is necessary to provide not less than five percent (5%) of the unit member's current salary.

In order to receive a step increase, the promoted employee must first obtain a satisfactory review. Step increases shall be received upon the first (1st) pay period following the completion of the below-listed time frame, subject to the condition above: Step 2 - six (6) months; Step 3 - one (1) year from the date of hire; Step 4 - one (1) year after Step 3 increase; Step 5 - one (1) year after Step 4 increase, Step 6 one (1) year after Step 5 increase, Step 7 one (1) year after Step 6 increase.

F. In consultation with the Union, the District will initiate the development of a standardized employee performance evaluation process within one hundred eighty (180) days of adoption of this Agreement. At the request of either party, the District and Union will meet and discuss proposals for performance evaluation policies and procedures. This provision shall sunset upon the District's implementation of the employee performance evaluation policy.

G. An Employee assigned to work at a higher position on a temporary basis shall be placed at the lowest step in the higher range necessary to provide out-of-class pay not less than five percent (5%) above the employee's base salary. The District will make best efforts to avoid mandatorily assigning out of class work.

The assignment to work in a higher classification must be made by the General Manager or Department Head. All day(s) assigned and actually worked in the higher classification shall be paid in accordance with this section. Employees shall not receive out-of-class pay for day(s) that are assigned but not worked. Such assignments will not be made as alternatives to District promotions.

H. When an employee in good standing is demoted to a position in a lower class for reasons other than unsatisfactory performance, he/she shall receive the highest salary in the new range that does not exceed his/her rate of pay immediately prior to demotion and shall retain the step increase eligibility date to

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which he/she was entitled prior to the demotion.

I. Employees shall be paid bi-weekly.

J. All unit members eligible for mileage reimbursement shall be reimbursed at the IRS rate. Claims for mileage reimbursement shall be in the form required by the DISTRICT. Members shall not receive a mileage allowance.

K. The deductible amount, not covered by the unit member's automobile or other insurance which becomes an actual expense to the unit member because of an accident while on the DISTRICT's business, shall be reimbursed up to a maximum of Five Hundred Dollars ($500.00) per accident. Claims for deductible reimbursement shall be documented in writing.

L. Unit member(s) who have a valid Class B driver's license shall be entitled to a two and one-half percent (2½%) payment for the day of use of the license.

ARTICLE 14. Personal History Files

A. The official Personal History file of each member shall be maintained at the DISTRICT office. Unit members have the right to review their file. In order to review the file, the unit member must schedule a specific appointment for this purpose. A unit member's representative may review the file during a scheduled appointment provided they present written authorization from the unit member.

B. A copy of any personnel action form(s), performance review(s), written reprimand(s), commendation(s), or disciplinary action(s) placed in the employee's personal history file will be provided to the employee at the time the material is sent to Human Resources for placement in the official file. The employee may respond in writing to documents placed in the file. This response will be filed with the original document.

C. Performance reviews, written reprimands, and disciplinary actions will be placed in an employee's official personnel file after the employee has been given five (5) work days' notice to sign and date the document.

D. Within ten (10) workdays after the employee receives a copy of their annual performance evaluation which indicates that an employee does not meet

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expectations, the employee may submit a written request to the General Manager to appeal the evaluation. Upon receiving the request, the General Manager will have ten (10) workdays to meet with the employee and either sustain or change the employee's evaluation and notify the employee of the decision in writing. If the evaluation is changed, a new original shall be submitted to the General Manager. Each employee is limited to one (1) appeal per year.

E. Provided that no additional incident occurs of a like nature, letters of reprimand shall be removed from the employee's personnel file three (3) years after the date of the incident upon the written request of the employee.

ARTICLE 15. Effect of Agreement

A. In the event that any provision of this Agreement shall at any time be declared invalid by a decision of any court of competent jurisdiction, such decision shall not invalidate the entire agreement. All other provisions not so declared invalid shall remain in full force and effect. Any provisions so invalidated shall immediately become subject to renegotiation by the parties to this Agreement.

B. Except as specifically provided in this Agreement, during the life of this Agreement no meet and confer sessions or collective negotiations shall take place without the mutual consent of the parties.

C. DISTRICT will submit drafts of any proposed changes to the DISTRICT Policies and Procedures and/or Rules and Regulations to the UNION for their review and input within a reasonable time before the changes are enacted by DISTRICT.

D. Where not negated or modified by the express provision of this Agreement, the Board of Directors' Policies and Procedures and the Personnel Policies of the DISTRICT shall apply.

ARTICLE 16. No Strike/No Lockout

A. The UNION, its members and representatives agree not to engage in a strike during the term of this Agreement.

B. The DISTRICT agrees not to engage in any lockout of unit members during the term of this Agreement.

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ARTICLE 17. Meetings

Meetings may be held between UNION and DISTRICT management as needed. Agendas for the meetings shall be agreed upon one (1) week in advance of the meeting by the President of the UNION and the General Manager or their designees. Meetings may be held when necessary, at the request of either party. Meetings may occur so long as the General Manager or their designee(s) and the President of the Union or designated Shop Steward(s) are in attendance.

ARTICLE 18. Procedure for Negotiating New Agreement

A. The parties hereto shall exchange a written list of issues to be discussed in the negotiations for a new Agreement no later than one hundred fifty (150) days prior to the expiration of the within Agreement. The negotiations for the new Agreement shall be limited to the written list of issues exchanged.

B. The parties hereto shall meet to negotiate the new Agreement not later than one hundred thirty-five (135) days prior to the expiration of the within Agreement.

C. The parties hereto may agree in writing that provisions of the then current Agreement be continued without change or revision without the need for additional negotiations thereon. If such agreement is reached, such provisions are deemed resolved and shall be incorporated in the new Agreement.

D. The fourth (4^{th}) negotiation session shall be the final date for the parties to present new proposal.

ARTICLE 19. Uniforms

In its sole discretion, the DISTRICT shall determine which classifications shall be required to wear uniforms and/or safety boots as a condition of employment. Employees in designated classifications shall wear uniforms provided by DISTRICT while on the job unless otherwise authorized by the General Manager or Department Head. This policy applies to the following SEIU-represented classifications: Parks Supervisor, Maintenance Supervisor, Recreation Supervisor, Recreation Coordinator, Administrative Assistant, Account Clerk 1, and Account Clerk 2.

a. DISTRICT shall purchase and provide five (5) department-issued shirts, and one (1) department-issued jacket per employee, and, if requested, one (1) department-issued sweater. Uniform designs, styles, logos, and colors shall be determined and approved by the General Manager in consultation with unit members.
    1. Employees are responsible for the regular cleaning and routine care of

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issued uniforms. Uniforms must be maintained in a clean, presentable, and serviceable condition. Substantive modifications to uniform designs, styles, logos, and colors are not permitted without prior approval from the Department Head.

2. Employees must report damaged or excessively worn uniforms to their Department Head. Uniforms will be replaced by the District when damaged or otherwise unsuitable for use in public on an as-needed basis as determined by the District. Damaged items must be turned in to the Department prior to replacement. Upon return of the item, the District will make best efforts to replace or repair the item within thirty (30) days.
3. Unit members may receive up to two additional shirts per year, subject to condition and operational need. Shirts shall also be replaced sooner if damaged beyond reasonable repair.
4. The department-issued jacket will be replaced once every four (4) years, and sweaters every two (2) years. Jackets may be replaced sooner if damaged beyond reasonable repair.
5. Upon separation from employment (including resignation, retirement, or termination), employees must return all issued uniform items to the Department.

b. Parks Supervisor and Maintenance Supervisor shall receive a two hundred and fifty dollar ($250.00) yearly boot allowance. The boot allowance is intended for the purchase, replacement, or maintenance of work-appropriate footwear that meets safety and job requirements. In order to obtain the boot allowance, eligible employees must purchase boots suitable for work and provide the District with written evidence thereof. Recreation Supervisors, Recreation Coordinators, and Administrative Assistants are not eligible for the boot allowance.

ARTICLE 20. Term

July 1, 2026 – June 30, 2029

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FOR THE DISTRICT

Pamela Sloan
Pamela Sloan (Aug 10, 2026 10:57:52 PDT)

Pam Sloan, Interim General Manager

Luke Jensen

Luke Jensen, Chief Negotiator

Samantha Smithies

Samantha Smithies, Senior Analyst

FOR SEIU

Diana Bello
Diana Bello (Aug 10, 2026 16:19:24 PDT)

Diana Bello, SEIU Field Representative

Jeffrey S. Worrell (Aug 10, 2026 08:43:23 PDT)

Jeffrey Worrell, Chief Steward

Christopher Andrade

Chris Andrade, Steward

Teresa Davis-Evans

Teresa Davis-Evans, Negotiation Team Member

Signed by:
Emma Gerould
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Emma Gerould, Region A. Director

DocuSigned by:
David Canham
35487423365A4D2...

David Canham, Executive Director

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APPENDIX "A" Statutory Leaves

The following list is provided for informational purposes only and is non-exhaustive.

- Family Medical Leave Act (FMLA)
  https://www.dol.gov/agencies/whd/fmla/law

- California Family Rights Act (CFRA)
  https://leginfo.legislature.ca.gov/faces/codes_displaySection.xhtml?lawCode=GOV&sectionNum=12945.2

- Pregnancy Disability Leave (PDL)
  https://govt.westlaw.com/calregs/Document/I687629F15A0A11EC8227000D3A7C4BC3?viewType=FullText&originationContext=documenttoc&transitionType=CategoryPageItem&contextData=(sc.Default)&bhcp=1

- Uniformed Services Employment and Reemployment Rights Act (USERRA)
  https://osc.gov/Services/Pages/USERRA.aspx

- Workers' Compensation Law
  https://www.dir.ca.gov/injuredworkerguidebook/injuredworkerguidebook.html

- Kin Care
  https://www.dir.ca.gov/dlse/paid_sick_leave.htm

- Organ and Bone Marrow Donation Leave
  https://uscode.house.gov/view.xhtml?req=granuleid:USC-prelim-title5-section6327&num=0&edition=prelim

- School Partnership Act
  https://california.public.law/codes/labor_code_section_230.8

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FINAL Clean 2026-2029 SEIU MOU - Aug 7 2026 1038pm

Final Audit Report 2026-08-10

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Status:	Signed
Transaction ID:	CBJCHBCAABAAc1OuZvLXDk7JLhu0wWwKqdRK9wmSJnmJ

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Signer Jeffrey Worrell (jworrell@gvrd.org) entered name at signing as Jeffrey S Worrell
2026-08-10 - 3:43:21 PM GMT

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2026-08-10 - 10:25:22 PM GMT

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Agreement completed.
2026-08-10 - 11:19:25 PM GMT