

Date:	Time:
Union Proposal #	1
MOU Section(s):	6.1-6.7.2 “wages and longevity”

*SEIU Local 1021 reserves the right to make proposals regarding all other sections of Article 6 that are not specifically discussed in this proposal.*

**PROPOSAL:**

**DISTRICT COUNTER PROPOSAL 3.26.22 1:30 pm**

**Modify as follows:**

~~Language removed~~

**Language Added**

6

**Salaries**

6.1 Salary schedules and appropriate stipends will increase by 2.0%, ~~12.0%~~ effective ~~May 1, 2006~~ ~~July 1 2022~~ **(January 1, 2022)**. ~~The increase compensation will be provided to currently active employees who are present members of the bargaining unit.~~

**\$1,000 One-time Stipend for 2020-2021:** In addition, every current employee represented by SEIU employed in the District as of the date of the final approval and ratification of this agreement by both parties will receive a one-time stipend for the 2020-2021 school year. This stipend will be paid within ninety (90) days of final approval and ratification of this agreement by both parties.

**\$1,500 One-time Stipend for 2021-2022:** In addition, every current employee represented by SEIU employed in the District as of the date of the final approval and ratification of this agreement by both parties will receive a one-time stipend for the 2021-2022 school year. This stipend will be paid within ninety (90) days of final approval and ratification of this agreement by both parties.

**\$1,000 One-time Stipend for 2022-2023:** In addition, every current employee represented by SEIU employed in the District as of the date of the final approval and ratification of this agreement by both parties will receive a one-time stipend for the 2022-2023 school year. This stipend will be paid June 30, 2023.

**\$2,000 Recruitment and Signing Bonus: Bus Driver Training**

Any new Bus Driver position who has completed the Sacramento City Unified School District training program and is in the SEIU bargaining unit for the 2022-2023 school year and on or before October 31, 2022, will be eligible for a \$2,000 signing bonus. In order to receive the signing bonus, the employee must provide service to the District for the entire 2022-2023 school year and the signing bonus will be paid on June 30, 2023.

**\$2,000 Recruitment and Signing Bonus: Bus Driver Referral**

Any current employee who refers a new Bus Driver who provides service to the District for the 2022-2023 school year will receive a \$2,000 signing bonus that will be paid on June 30, 2023.

**\$5000 Recruitment and Signing Bonus: Fully Licensed**

Any new fully licensed employee hired into the Bus Driver position in the SEIU bargaining unit for the 2022-2023 school year and on or before September 15, 2022, will be eligible for a \$5,000 signing bonus. In order to receive the signing bonus, the employee must provide service to the District for the entire 2022-2023 school year and the signing bonus will be paid on June 30, 2023.

All stipends and payments referenced above will be subject to all applicable State and Federal statutory taxes, unemployment insurance, worker's compensation and STRS or PERS.

Special Salary Adjustment committee, the district will meet with the Union within 90 days of ratification by both parties to discuss the ability to retain and recruit Bus Drivers.

- 6.1.1 Retroactive pay checks for permanent and probationary employees shall be issued no later than 90 days of the full ratification of a salary increase.
- 6.1.2 Step increases will continue during the term of this agreement.
- 6.1.3
  - a. ~~For the 2016-2017~~ 2022-2023 year, the SEIU salary schedule(s) will increase by 2.0% ~~6.0%~~ effective January 1, 2017 July 1, 2022
  - b. ~~For the 2017-2018 school year, the SEIU salary schedule(s) will increase by 2.0% effective July 1, 2017.~~
  - c. ~~For the 2018-2019~~ 2023-2024 school year, the SEIU salary schedule(s) will increase by 3.5% ~~6.0%~~ effective July 1, 2018. 2023
  - d. For the 2024-2025 school year, the SEIU salary schedules(s) will increase by 6.0% effective July 1, 2024.

### 6.3

#### Longevity Pay

Employees shall receive longevity pay based on the following years of continuous service:

Effective ~~January 1, 2022~~ June 1, 2008, a ~~\$1030 (+30%)~~ \$792 annual stipend after completion of 10, 16, 19, 22, and 25 years of credited services. All employees, regardless of hours worked, shall receive the same stipend amount.

~~Building trades maintenance employees shall receive longevity pay of 27 cents per hour.~~

[...]