

LETTER OF UNDERSTANDING


COUNTY OF SONOMA
AND
SERVICE EMPLOYEES' INTERNATIONAL UNION LOCAL 1021


The County of Sonoma and SEIU Local 1021 have agreed to the following regarding a wage adjustment for the classifications of Human Services Aide I/II:

1. Due to the numerous issues that were facing the bargaining teams during contract negotiations, both parties agreed to address the salary issue for Human Services Aide I/II as a side discussion and agreement that would be conditioned upon a fully executed Memorandum of Understanding (MOU) between Service Employees' International Union (SEIU), Local 1021, and the County of Sonoma (County) that would be implemented and effective on the first day of the new pay period following approval of the new MOU by the Board of Supervisors (September 8, 2009).
2. Service Employees' International Union (SEIU), Local 1021, and the County of Sonoma (County) have heretofore executed a Memorandum of Understanding (MOU) that is in effect for the period of September 1, 2009 to August 31, 2010.
3. SEIU and the County have agreed to amend Appendix A, SEIU Social Services Non-Supervisor -- 0025 Salary Table of said MOU as follows:

Class #	Class Title	A Range
		09/08/09
3351	Human Services Aide I	1543
3352	Human Services Aide II	1730

4. This Letter of Understanding sets forth the full and entire understanding of the parties regarding the matters set forth herein. Any other prior or existing understanding or agreements by the parties whether formal or informal regarding any such matters are hereby superseded or terminated in their entirety.
5. Except as specifically provided herein, it is agreed and understood that the Union voluntarily and unqualifiedly waives its right to and releases the County from any obligation to meet and confer on any subject matter contained herein.
6. No agreement, understanding, variation, waiver or modification of any of the terms of provisions contained herein shall in any manner be binding upon the parties hereto unless made and executed in writing by the parties hereto and, if required, approved and implemented by the County's Board of Supervisors.
7. Nothing in this Letter of Understanding shall be construed to limit, remove, expand or in any way alter the existing or future jurisdiction or authority of the Civil Service Commission as provided in Sonoma County Ordinance No. 305-A as amended or as provided in the rules adopted in accordance with said ordinance.
8. The waiver of any breach, term or condition of this Letter of Understanding by either party shall not constitute a precedent in the future enforcement of all its terms and provisions.


SEIU Local 1021


County of Sonoma

9/4/2009.
Date

9/12/09
Date

SEIU, Local 1021
Social Services Non-Supervisor—0025
Salary Table

Class #	Class Title	A Range
		Effective 9/8/09
3351	Human Services Aide I	1543
3352	Human Services Aide II	1730

Salary Resolution 95-0926
Administrative Management—0050
Salary Table

Class #	Class Title	A Range
		Effective 9/29/09
1301	OSD Administrative and Fiscal Services Manager	3823
0761	Fairgrounds Financial Services Officer	3823