

**TENTATIVE AGREEMENT  
BETWEEN SAN MATEO COUNTY  
AND SERVICE EMPLOYEES INTERNATIONAL UNION (SEIU) LOCAL 521  
RE: 2021/22 SUCCESSOR MOU NEGOTIATIONS**

The following document contains the Tentative Agreement between the County of San Mateo (hereinafter called "County") and the Service Employees International Union ("Union") Local 521 (hereinafter collectively called "the parties") on wages, hours and terms and conditions of employment. The salaries, hours, fringe benefits and working conditions set forth have been mutually agreed upon by the designated bargaining representatives of the County and the Union and will apply to all employees covered by the Memorandum of Understanding (MOU) between the County and the Union.

Upon ratification and approval, this Agreement will amend the MOU between the parties dated October 7, 2018 - October 2, 2021.

The amended MOU shall supersede all other Memoranda of Understanding and agreements between the parties. Language in the MOU between the parties not amended by this Tentative Agreement will remain unchanged. The parties agree that any and all Tentative Agreements are hereby incorporated. Any outstanding proposals not agreed to are hereby withdrawn by the parties.

This Tentative Agreement is subject to ratification by ~~Association~~Union membership and approval by the Board of Supervisors of the County of San Mateo.

FOR THE COUNTY

FOR ~~THE UNION~~SEIU 521

  
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Date: 3/31/22

Date: March 31, 2022