

**TENTATIVE AGREEMENT
BETWEEN SAN MATEO COUNTY
AND AFSCME LOCAL 829 AND SEIU LOCAL 521
RE: 2022/23 SUCCESSOR MOU NEGOTIATIONS**

The following document contains the Tentative Agreement between the County of San Mateo (hereinafter called "County") the American Federation of State, County and Municipal Employees (AFSCME) Local 829, and the Service Employees International Union (SEIU) Local 521 ("hereinafter called "Unions") on wages, hours and terms and conditions of employment for employees represented by the Extra Help bargaining units. 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 Unions, and will apply to all Extra Help employees covered by the Memorandum of Understanding (MOU) between the County and the Unions.

Upon ratification and approval, this Agreement will amend the 2019 MOU between the parties.

The amended MOU shall supersede all other Memoranda of Understanding and agreements between the County and the Unions applicable to the Extra Help bargaining units. 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 Any outstanding proposals not agreed to are hereby withdrawn by the parties.

Side Letter Agreements: In addition to the attached MOU changes, the parties tentatively agree to the following, side letter agreements:

1. For Extra Help employees who were removed from the County work schedule between January 1, 2023 and the date of this agreement as a result of reaching the 1,040-hour limit where applicable, the County will reopen the schedule and offer such employees available work hours. Such employees shall be permitted to work up to an additional 1,040 hours in the current fiscal year, where such limit applies. The 1,040-hour limit for extra-help employees will restart at the beginning of the 2023/24 fiscal year. The parties agree that this is not a guarantee of work hours for such employees. The parties agree to waive any current or potential grievance(s) related to removal of such employees from County work schedules.
2. Upon reopening the schedule and assigning available work to employees as provided above in number 1, AFSCME and SEIU agree to withdraw PERB charge SF-CE-2068-M without prejudice.

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This Tentative Agreement is subject to ratification by Unions' memberships and approval by the Board of Supervisors of the County of San Mateo.

SO AGREED:

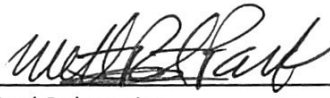
FOR THE COUNTY

FOR AFSCME

FOR SEIU



Kelly Tuffo
County Lead Spokesperson



Rod Palmquist
AFSCME Lead Negotiator



Kiernan Colby
SEIU Lead Negotiator

May 20, 2023
Date: _____

Date: 05/24/2023

Date: 5/25/23