

## **Service Employees International Union (SEIU) & LVJUSD** **Executive Summary of CBA Language Changes**

### **Article 4 - Union Rights**

- Added, updated, and/or formalized language around New Employees re: Orientation, Release Time, Neutrality, Employee Information, and notification to the bargaining unit of new hires
  - Union designee(s) shall have access to new hires in the bargaining unit within 30 days of hire, during the District's employee orientation; for meetings during or before/after work hours, employees will be compensated accordingly
  - District will grant union designee(s) sufficient release time to conduct meetings and trainings under the Agreement
  - District representatives will not be present during any newly hired employee sessions, meetings, and/or trainings conducted by the Union
  - District shall provide the Union with access to and use of facilities and audio-visual equipment for the purpose of conducting new hire orientation meetings
  - District shall provide Union with relevant employee information within 30 days of hire; allow a minimum of 10 days notice of District onboarding meetings, along with a list of expected attendees; and provide the relevant employment and contact information no fewer than 48 hours in advance

### **Article 5 - Dues Deduction**

- Removed outdated language re: Check Off, and simplified and added clarifying language around District compliance with employee authorizations for dues, Committee on Political Education (COPE), or other Union-sponsored programs.
- Added language specifying timelines/requirements for activating the above mentioned authorizations and remitting corresponding payments to the Union
  - The Union, not the District, should receive requests to authorize dues, other deductions, and/or change requests, and will provide a rationale to the District in a certified list

### **Article 11 - Leaves**

- Added clarifying language around requiring a medical doctor's verification of illness for absences occurring after Sick Leave is exhausted
- Updated language to increase the number of Sick Leave days allowed before a medical verification of illness is required, from three (3) days to five (5) days

### **MOU re: Compensation for 2022-2023 School Year**

- Negotiated 3% compensation increase retroactive to July 1, 2022, and 6% additional ongoing effective March 1, 2023

*As a reminder, every three years the entire contract is open for negotiations. During the other two years there are limited articles that can be opened for discussion.*