

Memorandum of Understanding proposal

SEIU Local 1021

Hazard Pay for Vaccination Exempt Classified Employees

SEIU Counter July 5, 2022 to District Counter to June 17, 2022 ----District Counter June 17, 2022 to SEIU Counter Proposal -- June 10, 2022 to the District March 10, 2022 Counter Proposal

This Memorandum of Understanding (“MOU”) is entered into between SEIU Local 1021 (“SEIU” or “Union”) and the Sacramento City Unified School District (“District”) (collectively “Parties”) regarding employee leave and hazard pay in light of the COVID-19 pandemic and surge of the omicron variant.

WHEREAS, the Parties are committed to working together to support the safety and wellbeing of students and staff during the COVID-19 pandemic;

WHEREAS, the Parties recognize the invaluable and essential work staff perform daily to keep the District running during the pandemic;

THEREFORE, the Parties agree as follows:

1. Hazard Pay for Exempt Classified Employees

a) The District shall provide a one-time stipend to all bargaining unit employees who have submitted either a medical or religious vaccination exemption by January 31, 2022 in the amount of ~~\$1,250~~ **\$350** and will receive the stipend within 60 days of the parties executing this MOU. The District shall execute this agreement within 7 days of the Union’s execution of this agreement.

b) The District shall provide a one-time stipend to all bargaining unit employees who have submitted either a medical or religious vaccination exemption by February 28, 2022 in the amount of ~~\$500~~ **\$200** and will receive the stipend within 90 days of the parties executing this MOU. The District shall execute this agreement within 7 days of the Union’s execution of this agreement. **Bargaining**

unit employees who receive a stipend under Section 1.a. are not eligible for this one-time stipend referenced in Section 1.b.

c) For purposes of this MOU, “medical or religious vaccination exemption” refers to the application for exemption based on medical or religious reasons submitted on the District-approved exemption application form.

2. Friday and Monday Work for Exempt Classified Employees (or Tuesday Following a Holiday that Falls on a Monday)

The District shall provide a one-time stipend to all classified staff bargaining unit employees who have submitted a medical or religious vaccination exemption by February 28, 2022 who work every Friday and Monday (or Tuesday following a holiday that falls on a Monday) beginning February 1, 2022 through June 30, 2022 (or through the last date the District assigns the employees work this school year) in the amount of \$1,214 and will receive the stipend by June August 30, 2022.

The District shall provide a one-time stipend to all fully vaccinated bargaining unit employees by February 28, 2022 who work Friday and Monday (or Tuesday following a holiday that falls on a Monday) beginning February 1, 2022 through June 30, 2022 or who work every day assigned between April 26, 2022 and June 15, 2022 in the amount of \$1,214 and will receive the stipend by June August 30, 2022.

The District shall provide a one-time stipend to all classified staff bargaining unit employees who have submitted a medical or religious vaccination exemption by February 28, 2022 who work between 50% and 99% of all Fridays and Mondays (or Tuesdays following holidays that fall on a Monday) beginning February 1, 2022 through June 30, 2022 (or through the last date the District assigns the employees work this school year) in the amount of \$250 and will receive the stipend by June August 30, 2022.

Bargaining unit employees will be eligible for the stipend in Section 2 if they are part of the bargaining unit as of June 30, 2022.

For purposes of this MOU, times spent on documented, paid, and approved leaves and documented, paid, and approved sick leaves will be considered time worked for purposes of the payment of the above one-time stipend in Section 2.

The stipends referenced in Sections 2-41 and 2 above will be subject to all applicable State and Federal statutory taxes, unemployment insurance, worker’s compensation and STRS or PERS.

All components of all existing agreements, including side letters, between SEIU and the District not addressed by the terms of this MOU shall remain in full effect.

This MOU applies to the 2021-2022 school session only and is not intended to establish a precedent or past practice. If the State of California or Federal Government institutes COVID-related leave legislation, this MOU may be extended to the date provided by the State of California or Federal Government and no later upon a mutual agreement by the parties.

SEIU LOCAL 1021

SACRAMENTO CITY UNIFIED SCHOOL DISTRICT

Karla Faucett

A handwritten signature in black ink, appearing to be "S. J.", written above a horizontal line.

Date: July 5, 2022