

AGREEMENT

BETWEEN

SONOMA COUNTY JUNIOR COLLEGE DISTRICT

AND

SERVICE EMPLOYEES INTERNATIONAL UNION (SEIU)
LOCAL 1021

**SHORT-TERM, NON-CONTINUING
(STNC) UNIT**

JULY 1, 2021 – JUNE 30, 2024

TABLE OF CONTENTS
SEIU Local 1021 & Sonoma County Junior College District
STNC Unit

AGREEMENT1

ARTICLE

1 RECOGNITION.....2

2 UNION SECURITY3

2.1 Dues/COPE/Union-Sponsored Benefit Program Deductions3

2.2 Non-Discrimination3

3 UNION RIGHTS5

3.1 Definition of Unit Member5

3.2 Dignity Clause5

3.3 Services Provided5

3.4 Hire Date and STNC Roster5

3.5 Copies of Agreement5

3.6 Classified Executive Council.....6

3.7 Ratification6

3.8 Negotiations6

3.9 Contractual Release Time6

3.10 Monthly Bargaining Unit Report.....6

3.11 New Employee Onboarding/Benefits Orientation7

3.12 Protecting Bargaining Unit from Non-Exclusive Third Parties7

3.13 Meet and Confer7

4 HOURS OF EMPLOYMENT8

4.1 Work Schedule.....8

4.2 Reduction in Assigned Time8

4.3 Voting Time8

5 PAY AND ALLOWANCES9

5.1 Rate of Pay.....9

5.2 Bilingual Skills9

6 STNC HIRING PROCESS.....10

7 HOLIDAYS.....11

7.1 Holiday Entitlement.....11

8 LEAVES OF ABSENCE.....12

8.1 Bereavement Leave12

8.2 Sick Leave12

9 TERM OF AGREEMENT13

SIGNATURE PAGE14

TABLE OF CONTENTS
SEIU Local 1021 & Sonoma County Junior College District
STNC Unit

APPENDICES15
 A STNC Salary Schedule16

AGREEMENT

THIS AGREEMENT, made and entered into on January 28, 2021 by and between SONOMA COUNTY JUNIOR COLLEGE DISTRICT, hereinafter referred to as “District”, and the SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 1021, hereinafter referred to as “SEIU”.