

**TENATIVE AGREEMENT BETWEEN SEIU LOCAL 521 – SEA, PSA, VMU  
AND  
SANTA CRUZ METROPOLITAN TRANSIT DISTRICT  
CONTRACT EXTENSION AND MODIFICATION**

**Except as specifically provided for below, all other remaining terms and conditions as provided in the Memorandum of Understanding between the above named parties shall remain in full effect. This tentative agreement is subject to ratification by the Union membership and approval of the Board of Directors of Santa Cruz METRO.**

**ARTICLE 10 PAY RATES**

10.1 Pay Rates (Effective December 31, 2015)

Pay rates for represented classes are shown in Appendix A - **Salary Schedules**, and **are modified pursuant to the following:**

- A decrease of 2% shall be effective December 31, 2015**
- An increase of 0% shall be effective June 16, 2016**
- An increase of 2% shall be effective June 15, 2017**

Note: It is the intent of the parties to rescind a 2% pay rate increase that was effective on June 18, 2015, effective December 31, 2015. See Salary Grade Tables attached hereto, as Exhibits 1, 2 and 3 to this Agreement.

**ARTICLE 13 PAID LEAVES**

13.2 Annual Leave (Effective December 31, 2015)

13.2.1 An employee shall accrue paid annual leave in lieu of vacation leave or holiday with the exception of 13.3.1 based on the following hours of active service (defined in section 10.9).

Hours of Service	Hourly Accrual Rate	Approximate Days Annually
1-10,399	0.0885	23
10,400-20,799	0.1154	30
20,800-31,199	0.1269	33
31,200+	0.1346	35

Note: It is the intent of this modification to add one additional day annual leave to each member's accrual rate.

**ARTICLE 23 TERM**

This contract extension and modification shall commence on December 31, 2015, and shall expire June 30, **2018**.

Note: It is the intent of the parties to modify the term of the current agreement to expire on June 30, 2018.

This agreement is entered into by the Service Employees International Union, Local 521, and the Santa Cruz Metropolitan Transit District on December 18, 2015, and is executed on behalf of the parties by the following signatories:


**Santa Cruz Metropolitan Transit District**

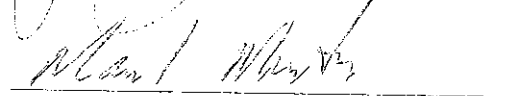
**Service Employees International Union, Local 521**

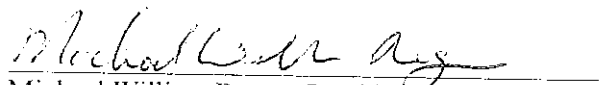
  
\_\_\_\_\_  
Alex Clifford, Chief Executive Officer

\_\_\_\_\_  
Olivia Martinez, Lead Internal Organizer

  
\_\_\_\_\_  
Robyn Slater, Human Resources Manager

  
\_\_\_\_\_  
Joan Jeffries, President, SEA Chapter

  
\_\_\_\_\_  
Manuel Martinez, President, PSA Chapter

  
\_\_\_\_\_  
Michael William Regan, President, VMU Chapter

**ARTICLE 23 TERM**

This contract extension and modification shall commence on December 31, 2015, and shall expire June 30, 2018.

Note: It is the intent of the parties to modify the term of the current agreement to expire on June 30, 2018.

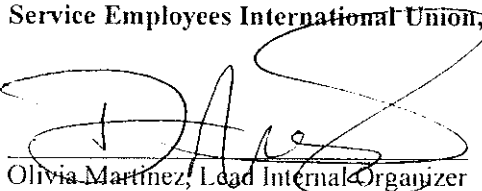
This agreement is entered into by the Service Employees International Union, Local 521, and the Santa Cruz Metropolitan Transit District on December 18, 2015, and is executed on behalf of the parties by the following signatories:

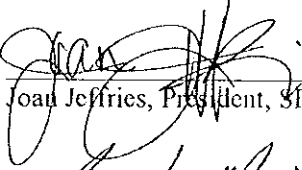
**Santa Cruz Metropolitan Transit District**

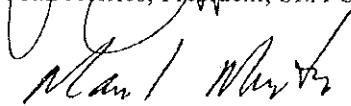
\_\_\_\_\_  
Alex Clifford, Chief Executive Officer

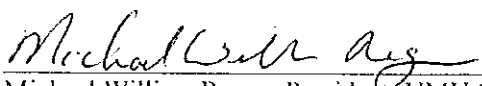
\_\_\_\_\_  
Robyn Slater, Human Resources Manager

**Service Employees International Union, Local 521**

  
\_\_\_\_\_  
Olivia Martinez, Lead Internal Organizer

  
\_\_\_\_\_  
Joan Jeffries, President, SFA Chapter

  
\_\_\_\_\_  
Manuel Martinez, President, PSA Chapter

  
\_\_\_\_\_  
Michael William Regan, President, VMU Chapter