

**North Bay Regional Center and
SEIU, Local 1021, North Bay Regional Center Chapter**

**Final Tentative Agreement
May 17, 2021**

In a proactive effort to improve recruitment efforts as well as employee retention, representatives for North Bay Regional Center and SEIU Local 1021, exercising Article 16., Wages and Premium Conditions, Sub-Article L. (Additional Increases), agreed to meet and confer regarding Article 16., Wages and Premium Conditions, Sub-Article K. (Salary Range Increases), prior to the contract expiration date of December 11, 2021.

Representatives of NBRC and SEIU hereby tentatively agree to the following to resolve all items opened under Article 16., Wages and Premium Conditions (Salary Range Increases). Both teams agree to support ratification of this final tentative agreement by the unit members and the Board of Directors.

Article 16. Wages and Premium Conditions

Under the above referenced Article of the Agreement, NBRC and SEIU agree to the following changes to employee wages:

K. Salary Range Increases

5. Effective June 25, 2021, a payment will be made to each employee of a lump sum of two percent (2.0%) of the employee's then annual base salary. Eligible employees must be actively employed by NBRC as June 25, 2021, to receive payment.

6. Effective July 1, 2021, the salary ranges for the Bargaining Unit shall be changed as follows:
 - a. Office Aide job classification: The hourly rate of pay shall be increased from \$15.20/hour to \$16.50/hour
 - b. Senior Companion Program Coordinator job classification: The hourly rate of pay shall be increased by four percent (4.0%)
 - c. Client Services Assistant job classification: The salary range shall be increased by four percent (4.0%)
 - d. Fiscal Assistant job classification: The salary range shall be increased by four percent (4.0%)
 - e. Intake Referral Coordinator, Warm Line Referral Coordinator, Vendorization Coordinator, and SIR Coordinator job classifications: The salary ranges shall be increased by four percent (4.0%)
 - f. All other job classifications within the Bargaining Unit not listed above: The salary ranges shall be increased by three percent (3.0%).

All provisions in the Collective Bargaining Agreement not otherwise amended herein shall stay in full force and effect through the mutually agreed upon extension period and shall only be reopened under mutual agreement of the parties.

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On behalf of SEIU Heidi Oestreich

Date: 05/20/2021

On behalf of SEIU Amayda Steiner

Date: 05/20/2021

On behalf of NBRC: Gabriel Rojas

Date: 05/21/2021

On behalf of NBRC: Jennifer L. Crick

Date: 05/20/2021