

May 14, 2020

TENTATIVE AGREEMENT: Community Action Partnership of Kern (CAPK) & Service Employees International Union Local 521 (SEIU).

TWO YEAR-TERM CONTRACT: May 1, 2020 through May 1, 2022

ARTICLE XXII- WAGES AND DIFFERENTIALS: Section 1- C. O. L. A. Salary Increases

Wages shall be as set forth for the job titles as listed on Attachment "A" to this agreement. All current employees and new employees shall start at Step 1 or his or her now current hourly wage. Except as provided below, Step increases shall be granted on the first day of the first pay period of the first month following the employee's anniversary date, provided that the employee has achieved a rating of "satisfactory" or above on his or her evaluation. Subject to meet and confer with the Union, step increases may be suspended upon 21 days' notice to the Union, in the event that the Partnership receives state or federal reduction in funding to maintain CAPK's fiscal responsibility.

ATTACHMENT "A"

WAGE SCHEDULE UNIT "A"

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Head Start Teacher								
Permit	17.00	-	-	-	-	-	-	-
AA	20.00	20.30	20.60	20.91	21.22	-	-	-
BA	21.65	21.97	22.30	22.63	22.97	23.31	23.66	24.01
EHS Teacher								
Permit	17.00	-	-	-	-	-	-	-
AA	20.00	20.30	20.60	20.91	21.22	-	-	-
BA	21.65	21.97	22.30	22.63	22.97	23.31	23.66	24.01
Head Start Associate								
Permit	15.45	-	-	-	-	-	-	-
AA	17.00	17.26	17.52	17.78	18.05	-	-	-
Family Service Worker I	15.75	15.99	16.23	16.47	16.72	-	-	-
Family Service Worker II	17.00	17.26	17.52	17.78	18.05	-	-	-
Assistant Teacher	13.73	-	-	-	-	-	-	-

Food Service Worker	13.73	-	-	-	-	-	-	-
WAGE SCHEDULE	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
UNIT "B"								
Food Production Driver	14.60	14.82	15.04	15.27	15.50	-	-	-
Lead Production Driver	16.21	16.45	16.70	16.95	17.20	-	-	-
Shift Leader	16.21	16.45	16.70	16.95	17.20	-	-	-
Cook	14.04	14.25	14.46	14.68	14.90	-	-	-
Custodian	13.73	-	-	-	-	-	-	-
WAGE SCHEDULE UNIT "C"	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Maintenance Tech I	15.30	15.53	15.76	16.00	16.24	-	-	-
Maintenance Tech II	16.44	16.69	16.94	17.19	17.45	-	-	-

The Union reserves the right to add, delete or otherwise modify this proposal. All other sections of this article remain unchanged, except as indicated above. If this proposal is not agreed to in its entirety SEIU Local 521 reverts to its previous position.

Tentative Agreement

SEIU: _____ DATE: _____

CAPK: _____ DATE: _____