


**Union TAs to CP dated July 2 on July 5, 2023**

Side letter on Pre-Bid Transfer Preference Programs -County Amends June 28 Proposal

- 1) Within sixty (60) days after the ratification of this agreement, the parties will begin to meet and confer to identify mutually agreeable modifications to the Memorandum of Agreement that will facilitate the process of making to evaluate the viability of a "pre-bid transfer preference" system available for as many workers as possible so that they may that allows workers to indicate their preferences for transfer opportunities in advance, with the goal being and so as to avoid the delays associated with posting periods for positions covered by pre-bid provisions.
- 2) As part of these discussions, the County will facilitate the participation of necessary technical and labor relations staff and/or individuals, as needed, whose input would be required to meaningfully evaluate the viability of a "pre-bid transfer preference" system, develop such as an on-line system patterned after those used by other employers and their unions, such as the one that has been implemented by PG&E and IBEW Local 1245.
- 3) In these discussions, the parties will also consider evaluate the proposal made by the County in the negotiations for this MOA for a pilot program in the Clerical bargaining unit related to the transfer process. If the parties reach agreement on the provisions for a pilot program in the Clerical bargaining unit, it shall be implemented on a mutually agreed upon date on or after October 1, 2023.
- 4) The parties will continue to meet with the objective of identifying any other SEIU-represented bargaining units where similar pilot programs would may be adopted by mutual agreement on or after January 1, 2024.

The union reserves Both parties reserve the right to return from a pilot program to pre-existing contract language with regard to transfer policies practices upon 30-days notice without any obligation to meet and confer about the decision or effects, in the event that either party finds the implementation of a mutually agreed upon pilot programs is deemed to be unsatisfactory by the union.

TA 7/19/23  
SEIU 531  


TA 7/19/23  


TA 7/26/23  
