

**Summary of Changes to the Terms and Conditions of Employment for Employees  
Represented by the Service Employees International Union, Local 721**

<b>MOU Reference</b>	<b>Change</b>
<b>Section: None</b>	Implements a 40-hour furlough
<b>Section 1: Purpose</b>	Acknowledges that SEIU Local 721 is no longer affiliated with the American Federation of Labor – Congress of Industrial Organizations (AFL-CIO)
<b>Section 11: Union Security</b>	Includes the Local 721 Santa Barbara County Chapter President in the following materials supplied to the Union each pay period: dues, service fees, assessments and charitable donations check off lists
<b>Section 14: Salaries</b>	Implements a 3.5% across-the-board wage reduction
	Freezes merit (step) increases for Local 721-represented employees
<b>Section 23: Vacation</b>	Eliminate employees' ability to cash out up to 40 hours of accrued vacation leave annually.
<b>Section 25: Sick Leave</b>	Includes "step parent" and "step child" in the definition of "immediate family member" as it applies toward employees' use of sick leave
<b>Section 28: Overtime</b>	Eliminates the consideration of paid sick leave as "hours worked" for the purposes of computing overtime.
<b>Section 30: Retirement</b>	Eliminates a \$25 per pay period employer-paid offset of employees' share of funding the cost of the retirement benefit.
	Implements a new retirement tier for employees hired on or after June 25, 2012, that includes the following components: <ul style="list-style-type: none"> <li>• Formula of 2% @ 61¼</li> <li>• Half-rates</li> <li>• Pension calculated on final average salary of three years</li> <li>• 2% retiree Cost of Living Adjustment</li> <li>• Elimination of the retiree (\$15/\$4) medical program</li> </ul>
	Effective June 25, 2012, employees will pay up to one-half of the increased annual cost of the retiree COLA, if any, with employee increases capped at 2%.