

Summary of Significant Changes to The Memorandum of Understanding between Santa Barbara County and the Service Employees International Union, Local 721 for the Contract Term May 21, 2018 through June 27, 2021.

MOU Reference Section	Change
Section 2: Term	Provides for a two year extension ending June 27, 2021.
Section 7: Separability	Strengthens the separability clause in the event some provision or term of the MOU is held to be invalid by a court of competent jurisdiction.
Section 12: Agency Shop	Provides dues paying members the right to resign during the period not less than thirty (30) and not more than forty-five (45) days before the expiration of the MOU and outlines the process for doing so.
Section 14: Salaries	Provides for the following wage increases to all SEIU Local 721 represented employees: <ul style="list-style-type: none"> • 3.0% effective on July 2, 2018 (previously negotiated) • 2.5% effective July 1, 2019 • 2.5% effective June 29, 2020
Section 18: Benefit Allowance	Notes that a heretofore paid benefit allowance has been incorporated into base pay, which was done by a prior side letter agreement.
Section 29: Retirement	Provides that Classic/Legacy employees will pay a total of 2.5% of pensionable income toward the County's retirement costs, phased in over three stages: <ul style="list-style-type: none"> • 1.5% as soon as practical but not before July 2, 2018 • 0.5% effective July 1, 2019 • 0.5% effective June 29, 2020