

September 17, 2025

SUCCESSOR MOU NEGOTIATIONS

Between

CITY OF SANTA CRUZ

And

CITY OF SANTA CRUZ SANTA CRUZ SERVICE EMPLOYEES

TENTATIVE AGREEMENT – SECTION 7.07 BARGAINING UNIT EMPLOYEE INFORMATION

TENTATIVE AGREEMENT PURSUANT TO GROUND RULE 6

SECTION 7.07 Bargaining Unit Employee Information

A. Bargaining Unit Employee List

On a bi-weekly basis, the City shall supply the Union with a comprehensive list of all employees covered by this MOU with the following information: full name, employee number, job classification, date of hire, termination date (if employment has ended), hourly rate, annual salary, date of birth, department, work location, work phone, work email (if available), personal email (if available), home address, mailing address, home phone, cellular phone (if available), and employment status (to include date of separation, etc.) to the extent permitted by law. The City shall provide the last pay period worked if administratively feasible. ~~and last pay period worked, to the extent permitted by law.~~ The City shall continue to provide separate spreadsheets of the above information for permanent and temporary employees. ~~An employee who has been on unpaid status for over one year shall be removed from the roster sent to the union unless on a protected leave.~~ Upon request from the Union, the City shall provide the Union with a list of employees who have been recently promoted to classifications outside of the bargaining unit during a specified time frame.


B. Protection of Contact/Biographical Information of Bargaining Unit Employees

The City shall immediately notify the Union of any third-party requests for contact and/or biographical information about the bargaining unit employees. The City shall promptly provide the Union a copy of the request and any material submitted with the request.


The City shall provide the Union at least ~~ten (10)~~ seven (7) calendar days to review the request and challenge the scope of the request prior to the City responding to the request. The City agrees to consider the Union's response prior to disclosing to a third party any contact and/or biographical information about the bargaining unit employees.

The City and the Union share a mutual interest in protecting the privacy of its bargaining unit employees. Represented employees consistently receive communications requesting their personal or biographic information and are often the first to identify consistent threats to privacy in the workplace.

For the City of Santa Cruz:




Sara De Leon, Lead Negotiator
Date: 9/17/25




Timothy L. Davis, Co-Lead Negotiator
Date: 9/17/25

For SEIU:



Devon King, Lead Negotiator
Date:



Olivia Martinez, Co- Lead Negotiator
Date:

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