

September 17, 2025

**SUCCESSOR MOU NEGOTIATIONS**

Between

**CITY OF SANTA CRUZ**

And

**CITY OF SANTA CRUZ SANTA CRUZ SERVICE EMPLOYEES**

**TENTATIVE AGREEMENT – SECTION 7.08 AREA MEETINGS**

**TENTATIVE AGREEMENT PURSUANT TO GROUND RULE 6**

**SECTION 7.08 AREA MEETINGS**

The City shall provide employees two (2) hours of release time plus additional reasonable release for travel time per area Union general membership meeting. ~~The two (2) hours includes travel time to and from the meeting and cannot result in an adverse impact on City operations.~~ The purpose of area meetings shall be to nominate and elect shop stewards and to provide a forum for Union communications. There shall be a maximum of ~~six~~<sup>three</sup> (63) area meetings annually. Union representatives shall have access to City facilities during work hours to conduct such area meetings with employees. The Union shall notify the Human Resources Director at least ten (10) workdays in advance of the date, time, and location of each area meeting. No more than two (2) Union officials shall be provided release time to conduct these meetings. In addition, during successor MOU negotiations, the City will allow no more than eight (8) bargaining team members to attend Area Meetings.

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:

KB GS RMB EG may  
ST.