TENTATIVE AGREEMENT
MEXICAN AMERICAN OPPORTUNITY FOUNDATION (MAOF) AND
SEIU LOCAL 99
September 12, 2022

The terms of the agreement shall remain the same except as stated below:

TERM: The term of Agreement shall be October 3, 2019 to October 2, 2022.

ARTICLE XI – Recruitment
SECTION 2.0
A vacancy is defined as a bargaining unit position which no current employee holds and which the Employer desires to fill. Notices of vacancies shall be posted on union bulletin boards in each worksite for a minimum of five (5) working days. Seniority in filling position will be considered as just one item of eligibility. If, in the discretion of the Employer, skills, ability, and reviews are equal among candidates, seniority will be the deciding factor in eligibility in filling a posted position. Notices shall include the job title, salary range, a description of the duties, position status, and the date the notice was posted.

Side Letter
Within 90 days of concluding all successor contract negotiations in 2022 and 2023, unless such time is reasonably extended by either party, the Employer and the Union will meet and confer to discuss options for expanding the use of in-house substitutes.

ARTICLE XVII – Holidays
SECTION 1.0
New Year’s Day
Martin Luther King
Presidents Day
Cesar Chavez Day
Memorial Day
Independence Day
Labor Day
Thanksgiving Day
Day After Thanksgiving
Christmas Eve
Christmas Day
New Years Eve

ARTICLE XIX – Safety Conditions
Side Letter
“Within 90 days of concluding all successor contract negotiations in 2022 and 2023, unless such time is reasonably extended by either party, the Employer and the Union will meet and confer to discuss options for supporting teachers and staff with respect to special needs students.”

Mexican American Opportunity Foundation

[Signature]
9/12/2022
9/21/22
9/22/2022

Service Employees International Union, Local 99

[Signature]
9/12/2022
9/16/22

[Signature]