

**MEXICAN AMERICAN OPPORTUNITY FOUNDATION AND**

**SEIU, LOCAL 99**

**TENTATIVE AGREEMENT**

2022 RE-OPENER

JANUARY 13, 2022

Subject to ratification by the membership, the parties agree on the following terms for the 2022 wage re-opener for state-funded childcare and preschool bargaining unit personnel. Unless stated herein, all other terms and conditions of the parties' collective bargaining agreement shall remain the same.

**STATE FUNDED CHILDCARE AND PRESCHOOL**

It is expressly acknowledged and agreed that this tentative agreement applies only to bargaining unit personnel employed in the state-funded childcare and preschool program. This agreement is entered into without prejudice of the right of either the Union or the Agency to initiate a wage re-opener for unit employees who are not employed in the state funded childcare and preschool program.

**FY 2023 RETENTION STIPENDS**

The Agency will pay two retention stipends in fiscal year 2022 to state-funded childcare and preschool personnel. The first retention stipend shall be in the amount of \$750.00 and will be paid on February 8, 2023. The second retention stipend shall be in the amount of \$750.00 and will be paid on June 23, 2023. In order to be eligible for the retention stipends, the employee must be actively employed on the applicable payment date.

**ARTICLE XXI - WAGES AND SALARIES**

Effective on the second pay period following ratification, the Agency proposes to increase the wage scale for state-funded childcare and preschool personnel by \$3.00 per hour. The increases will be retroactive to July 1, 2022, for all employees actively employed on the payment date.

The retroactive payment will appear as a separate line item on the employee's paycheck, at the time designated above. All other contract terms will continue into the successor agreement. Except as modified herein, the verbiage of the wage appendices shall remain unchanged. MAOF will produce a revised wage school consistent with the terms of this Agreement.

Either party shall have the option of opening the wages section, Article XXI, "Wages and Salaries." No other Articles, Section or provisions of any kind set forth in this Collective Bargaining Agreement may be opened except by mutual agreement of the parties as

evidenced by a writing reflecting the signatures of both the Agency and the Union. The Union Committee agrees to endorse this proposal for a contract ratification vote with a strong recommendation of approval by the membership.