

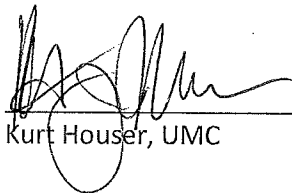
UMC Proposal  
Date: May 20, 2021  
Proposal # 3

In accordance with Article 14, Section 2 and Section 3 of the UMC and SEIU, Local 1107, collective bargaining agreement (CBA) signed November 3, 2020, the parties agree to the following:

1. Effective the later of July 1, 2021 or upon approval by the Board of County Commissioners, and continuing through June 30, 2022, the salary plan currently in effect covering scheduled employees in Appendix A will be increased by four and a half percent (4.50%).

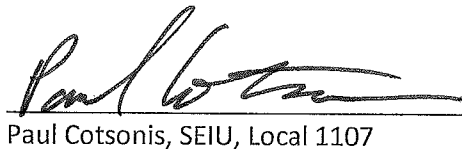
This tentative agreement concludes the bargaining pursuant to the reopener request from SEIU Local 1107, dated November 9, 2020.

Agreed to this 20<sup>th</sup> day of May, 2021



Kurt Houser, UMC

Agreed to this 20<sup>th</sup> day of May, 2021



Paul Cotsonis, SEIU, Local 1107