

SEIU LOCAL 521 PROPOSALS TO Kern County

SEIU RESERVES THE RIGHT TO MODIFY, DELETE OR ADD TO THE FOLLOWING PROPOSALS

Article III Section 4

Discrimination

- A. The County and SEIU Local 521 agrees not to discriminate against any employee for his/her/their activity on behalf of, or membership in, the Union, ~~as stated in the EERR.~~ Both parties shall comply with all applicable federal and state ~~laws prohibiting~~ discrimination and shall not, discriminate against any employee because of the employee's race, religious creed, color, national origin, ancestry, physical disability, mental disability, medical condition, genetic information, marital status, sex, gender, gender identity, gender expression, age, sexual orientation, or military and veteran status, or the employee's inclusion in a legally protected class.
- B. Union Affiliation
Neither the county, nor the union shall interfere with, intimidate, restrain, coerce or discriminate against any worker in his/her free choice to participate or join or refuse to participate or join the Union.
- C. Affirmative Action
The County and the Union agree to cooperate to meet or exceed equitable representation of women, minorities, and disabled at all occupational levels designated by Federal, State, and County