

**Memorandum of Understanding
between
Los Rios Community College District and
Service Employees International Union (SEIU), Local 1021**

Uniform Committee

- 1. Agreement.** The parties agree on the importance of a professional, consistent appearance, balanced with individual employees' needs and preferences for workwear appropriate to their assignment. With agreement not to exceed the current annual financial investment or create excessive administrative obligations, the parties shall meet to expand the existing uniform practices.
- 2. Establishment of Uniform Committee**
 - 2.1 The Uniform Committee shall be established immediately for the following purposes, applicable to all SEIU employees not assigned to the Police or Transportation Departments:
 - 2.1.1 Determine the methods through which uniforms will be provided; and
 - 2.1.2 Identify the quantity, color, and description of approved uniform items; and
 - 2.1.3 Establish the frequency and method for replacement of uniform items in disrepair.
 - 2.2 The Uniform Committee shall have the authority to develop and enter into a memorandum of understanding amending Section 15.3 of the parties' collective bargaining agreement.
- 3. Committee Members.** The committee shall be composed of four (4) classified employees and/or representatives and four (4) management employees, to include the Executive Vice Chancellor of Finance and Administration.
- 4. Committee Meetings.**
 - 4.1 The committee shall meet on a weekly basis.
 - 4.2 The committee shall conclude their effort no later than February 27, 2026.

5. Committee Scope.

- 5.1 In achieving its purposes enumerated in Section 2.1, the committee shall assess vendor alternatives through market research, vendor interviews, and/or solicitation of informal price quotes.
- 5.2 In addition to any necessary memorandum of understanding to memorialize the committee's agreement(s), the committee may also recommend procedural documents including vendor identification and ordering and replacement best practices.

SEIU



Chris Elliott, President



Patrice Moss, SEIU Field Representative

LRCCD



Mario Rodriguez, Executive Vice Chancellor



Carrie Bray, Vice Chancellor, HR