

**Temporary Memorandum of Understanding ("MOU") Between
Los Rios Community College District &
Service Employees International Union, Local 1021 ("SEIU")**

**Meet & Confer Negotiations
04/28/2026**

Access to College Campuses Re Article 2 of CBA
TEMPORARY MOU to Assist SEIU to Ratify TA Dated 12/19/2025

LRCCD reserves the right to modify and/or add to
the following draft Temporary MOU counter proposal.

TEMPORARY MODIFICATION TO ARTICLE 2 OF CBA

This proposed temporary memorandum of understanding ("Temporary MOU") is for discussion purposes only after the receipt of an April 6, 2026, proposal from the Service Employee International Union (SEIU) requesting the Los Rios Community College District (District) agree to allow SEIU access to college campuses ("SEIU Proposal"). SEIU has acknowledged a continued interest to ratify the signed December 19, 2025, tentative agreement ("TA") between the District and SEIU for a 3-year successor agreement. SEIU has proposed the following process to the District to assist SEIU to meet its sole obligation to present the TA to its bargaining unit members:

"District will provide SEIU with a designated space at each campus and Facilities Management. This will allow SEIU 1021 to call members individually for private, one-on-one conversations about the TA and the ratification vote, without interference or the risk of retaliation from management and previous [SEIU] leadership." (April 6, 2026 SEIU proposal with April 16, 2026 clarifications.)

The District and SEIU recognize the benefit of allowing employees to hear collective bargaining information directly from the exclusive representative of the bargaining unit at alternate locations, such as from different designated spaces on college campuses, when such meetings at work are operationally feasible and in the best interest of the Los Rios Community College District community and the students it serves. The purpose of this Temporary MOU is not to undo existing Article 2 CBA union access provisions or work practices currently occurring in departments. The purpose of this Temporary MOU is to explain the conditions under which the District will temporarily permit union access to employees during work hours as requested in the SEIU Proposal.

As a result, the limited terms and conditions of this Temporary MOU are created to acknowledge in conjunction with CBA Article 2 the following:

1. District will provide designated space for a maximum of four hours each, three times per week at each campus and Facilities Management for the term of the Temporary MOU. SEIU will provide a schedule identifying expected campuses, times, and representatives at least one week in advance of each visit. District will provide notification to site manager and a copy of the communication to SEIU.
2. District will provide SEIU with a list of bargaining unit members, including first and last name, work location, start and end times of work shifts, regularly scheduled days off, personal phone numbers, and personal email. In addition, the District will allow SEIU to use District email to inform the members of the scheduled ratification vote.
3. SEIU shall utilize the designated space to call in members individually for private, one-on-one conversations about the TA and the ratification vote. The District is not responsible for any bargaining unit member agreeing to meet with SEIU or not during the designated period authorized on campuses.
4. The term of this MOU will be from April 27, 2026, to June 15, 2026. During such time, the District shall evaluate the effectiveness of the MOU.
5. SEIU acknowledges that a ratification vote must occur prior to June 1, 2026, and any result of that ratification must be shared with the District immediately so that any vote for the adoption of the TA can be scheduled before the Board of Trustees as soon as practicable.
6. The terms within, or any subsequent changes to, this Temporary MOU shall not be grievable.
7. The terms within this document do not alter or supersede the terms of the existing employment relationship of bargaining unit members, or the terms of the employees' Collective Bargaining agreement.

Kaden Kratzer 04/29/26
SEIU Representative Date

UR Apr 30, 2026
District Representative Date





SEIU Temporary Access MOU 2026.04.29

Final Audit Report

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