

**SEIU Local 221 Proposal to County of San Diego
February 16, 2017**

The Union makes the following proposal to modify the Memorandum of Agreement which expires June 22, 2017. Any section or Sideletter not modified is intended to remain current contract. The Union agrees to sign tentative agreements which remain tentative pending final ratification by the Union's members and the County Board of Supervisors. Each Proposal will be, unless otherwise stated, applicable to the Joint MOA, RN MOA, Health Services MOA and Social Worker MOA.

ARTICLE 3. NO DISCRIMINATION-

In receiving the rights afforded by this Agreement, no person shall in any way be favored or discriminated against to the extent prohibited by law or because of political or religious opinions or affiliations, or sexual orientation or gender identity, or because of racial, ethnic or national origin, or because of age or sex or disability or physical handicap.

San Diego County generally prohibits County employees from using County funds or resources to assist Immigration and Customs Enforcement (ICE) in the enforcement of Federal immigration law unless such assistance is required by federal or state law.

For the Union

Date

For the County

Date