

**Proposal from SEIU 521 to Kern County**

**SEIU reserves the right to add, modify, and delete to the following proposal.**

SUBCONTRACTED SERVICES

A. Kern County prefers Kern County employees to provide services

reserves the right to contract out services in the event of an urgent/critical need, where the need is a temporary one

B. The parties agree that, during the term of this MOU, no bargaining unit employee shall be laid off or have regularly scheduled work hours reduced as a result of contracting out services. The Authority agrees to notify SEIU and meet and confer upon request with SEIU-Local 521 regarding the impacts of any decision, or regarding the decision to contract out