

MEMORANDUM of UNDERSTANDING
by and between
Communications Workers of America, Local 9003
and
SEIU United Long Term Care Workers
and
SEIU Local 2015

This Memorandum of Understanding is entered into between the Communications Workers of America, Local 9003 (“CWA”), SEIU United Long Term Care Workers (“ULTCW”) and SEIU Local 2015 (“Local 2015”), for the purpose of recognizing SEIU Local 2015 as a successor employer under the CWA and ULTCW CBA with a term from October 31, 2013 through October 31, 2016. In light of a decision of the SEIU International Executive Board to unify all long term care workers represented by SEIU in California in one local union, Local 2015, the staff of ULTCW will become staff of Local 2015, making it the successor employer under the NLRA. As such the existing CBA is hereby adopted and recognized as continuing in effect from October 31, 2013 through October 2016, with all references to ULTCW now referring to Local 2015 (including the acknowledgment that all such references to Local 2015 incorporate (“formerly ULTCW”) where appropriate), effective July 27, 2015. Effective as of that date, the employer of the bargaining unit represented by CWA under its CBA is Local 2015, and ULTCW no longer has any bargaining obligations as employer of that bargaining unit.

Communications Workers of America, Local 9003

By: Signature on File
T Santora
President, CWA Local 9003

SEIU ULTCW

By: Signature on File
Dereck Smith, Director of Finance & Operations
SEIU ULTCW

SEIU Local 2015

By: Signature on File
Kimberly Evon, Provisional Officer
SEIU Local 2015