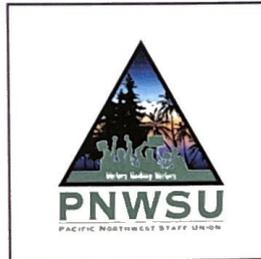


**COLLECTIVE BARGAINING AGREEMENT
BY AND BETWEEN**

PACIFIC NORTHWEST STAFF UNION LOCAL 209



AND

NORTH VALLEY LABOR FEDERATION



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ARTICLE 1 - RECOGNITION AND BARGAINING

1.01 This collective bargaining agreement (“Agreement”) is entered into by and between the North Valley Labor Federation, AFL-CIO (“NVLF” or “Employer”) and Pacific Northwest Staff Union (“PNWSU” or “Union”) (collectively, “Parties”).

1.02 The Employer recognizes PNWSU as the exclusive bargaining agent for the purpose of collective bargaining with respect to rates of pay, hours of work, and working conditions for all full-time and part-time organizers and program staff employed by the Employer including temporary campaign and outreach staff, but excluding any financial or accounting staff, summer interns, stipended NVLF officers, and any managers, confidential and clerical employees, professional employees, students employed in connection with a vocational education or work study program, casual/substitute employees, supervisors, and guards as defined in the National Labor Relations Act.

1.03 The Employer shall not hire union-avoidance consultants in order to undermine the bargaining unit. Nothing in the article shall prevent the Employer from seeking competent legal advice related to bargaining or enforcing this Agreement.

1.04 All temporary employees hired to complete bargaining unit work shall be members of the bargaining unit beginning with their first day of employment. Temporary employees will be subject to the terms of this Agreement but may be discharged or disciplined at the discretion of the Employer. Such discharge or discipline shall not be subject to the grievance and arbitration provisions as set forth in Article 4 of this Agreement. Should any temporary employee be employed a total of twelve (12) consecutive months the temporary position shall be posted as a permanent position, except in cases of leave or absence of a permanent employee. Temporary employees may apply for permanent bargaining unit positions consistent with the provisions of this Agreement.

1.05 This Agreement shall be binding upon any successors, administrators or trustees of the Employer, for the life thereof. In the event that the entire operation is transferred to or taken over by any successors, administrator, or trustee, such operation of this Agreement shall continue for the term as defined in Article 20. The Union shall be advised of the exact nature of any transaction as far in advance as is reasonable.

1.06 The Employer will provide any newly created bargaining-unit job descriptions and proposed wage or salary rate or range to the Union. The Union shall be provided the opportunity to review and discuss the job posting bargaining-unit classification prior to the posting or filling of the position(s).

ARTICLE 2 - UNION SECURITY

2.01 It shall be a condition of employment that all employees covered by this Agreement who are members of the Union in good standing on the effective date of this Agreement shall remain members in good standing, and those who are not members on the effective date of this Agreement shall, on or before the thirty-first (31st) day following the effective date of this Agreement, become and remain members in good standing in the Union.

It shall also be a condition of employment that all employees covered by this Agreement who are hired after its effective date shall, not later than the thirty-first (31st) day following the beginning of such employment, become and remain members in good standing in the Union. All of the foregoing provisions shall be implemented in accordance with, and consistent with, applicable federal and state laws.

2.02 Employees who are required hereunder to maintain membership in the Union and pay union dues, or maintain non-member status and pay representation fees, and fail to do so shall, upon notice of such fact in writing from the Union to the Employer, be discharged thirty (30) days after receipt of said written notice to the Employer.

2.03 The Employer shall deduct dues and fees from the pay of any employee who the Union notifies Leadership has authorized such deductions in writing.

Upon request for verification, payroll deduction authorization cards shall be submitted to the Employer from the Union showing the authorization for deduction and the employee's signature.

The Employer will provide quarterly, a list of employees whose dues and any fees have been deducted. The list will include the first, middle, and last name, gross pay in which the dues/fees are based, and the amount of the dues/fees. The Employer shall provide the remittance list in excel format.

The Employer shall notify the Union of any change in an employee's employment status.

2.04 The Union shall indemnify and hold The Employer harmless against any and all claims, demands, suits that arise out of or by reason of action taken or not taken by The Employer for the purpose of complying with any of the provisions of this Article.

ARTICLE 3 - SENIORITY & LAYOFF/RECALL

3.01 Seniority shall be defined as an employee's number of whole months of service in a bargaining unit position with the Employer. For bargaining unit employees hired prior to the ratification of this Agreement, seniority shall be counted from their original hire date. An employee's accrued seniority shall only be lost after

A. working in a non-bargaining unit position with the employer for six (6) months, or

B. a break in employment of one (1) year.

3.02 New employees or newly rehired employees will be considered on a probationary basis for the first six (6) months of employment. Employees on probationary status will be subject to the terms of this Agreement but may be discharged or disciplined at the discretion of the Employer. Such discharge or discipline shall not be subject to the Grievance and Arbitration provisions as set forth in Article 4 of this Agreement.

3.03 Seniority shall prevail in the event the Employer determines it is necessary to lay off employees where job grade, duties, and roles are reasonably equivalent.

3.04 An employee who was laid off less than one (1) year ago shall be informed of any open bargaining unit position and given the opportunity to apply for and be considered for the position. The Employer shall maintain a roster of the last known email address and phone number of laid off employees for the purpose of informing eligible laid off employees about open bargaining unit positions. Laid off employees may provide updated contact information to the Employer at any time by emailing ExecutiveDirector@nvl.org.

3.05 Job openings within the Local shall be posted for seven (7) calendar days on the bargaining unit bulletin board in every NVLF office location and shall be emailed to all bargaining unit members.

3.06 Severance benefits are payments made to employees upon lay off caused by work force reduction. Severance benefits shall be calculated at the employees' average weekly rate during the last twelve (12) months of service of one weeks' pay for every full year of service up to a maximum of four (4) weeks. Nothing in this Agreement shall prevent the employer from providing additional severance pay.

ARTICLE 4 - GRIEVANCE AND ARBITRATION PROCEDURE

4.01 A grievance, within the meaning of this Agreement, shall be any complaint by one (1) or more employees, which involves the interpretation or application of, or compliance with, the provisions of this Agreement provided to the employer in writing. All grievances shall identify the Article(s) and Section(s) of the Agreement alleged to have been violated and shall specify the remedy requested.

4.02 An employee or employees shall file the grievance in writing not later than twenty (20) calendar days after the date of the event upon which the grievance is based, or the date on which such event should reasonably have become known to the employee or employees. Any grievance not filed within the above-stated time frame shall be deemed withdrawn or dismissed.

The grievance shall be delivered to the Executive Director by email sent to ExecutiveDirector@nvl.org.

At any step in the grievance process outlined below, the Parties may, by mutual agreement, engage a third-party mediator.

Step 1 - Executive Director

Within fifteen (15) working days after receipt of the grievance referred to above, the Executive Director shall initiate a conference call or meeting with the grievant and their Union steward for the purpose of attempting to resolve the grievance. Within ten (10) working days after the grievance meeting, the grievant shall be sent by email or hand-delivered, a written response by the Executive Director or their designee. A copy of that response also shall be sent to the Union via email at nvlf@pnwsu.org or another email assigned by PNWSU.

Step 2 - Executive Board Personnel Committee

If the grievance is not resolved at Step 1, the Union may file the grievance at Step 2 with the Executive Board Personnel Committee. The grievance will be timely at Step 2 if it is filed by email to personnel@nvlf.org, within eight (8) working days after receipt of the Employer's Step 1 response. Within fifteen (15) working days after receipt of the Step 2 grievance, a representative of the Personnel Committee shall initiate a conference call or meeting with the grievant and their Union representative in an attempt to resolve the grievance. Within ten (10) working days of that conference call or meeting, the Employer shall provide the grievant a written response by in person or by email. A copy of that response shall be furnished to the Union via email at nvlf@pnwsu.org or another email assigned by PNWSU.

Step 3-Arbitration

If a grievance is not resolved to the Union's satisfaction at Step 2, the Union may submit grievance to arbitration, provided that written request for arbitration must be sent by email to personnel@nvlf.org, to the Employer within twenty (20) working days after receipt of the Employer's Step 2 answer. Upon the Employer's receipt of such a timely request, the parties shall then jointly request a list of seven (7) impartial Arbitrators from the Federal Mediation and Conciliation Service (FMCS).

The parties shall then promptly select an Arbitrator pursuant to the alternative striking method (with a coin toss or similar method of determining which party strikes first). The Union and Employer will make a good faith effort to work collaboratively to expedite arbitration.

The Arbitrator shall have no power to alter, amend, add to, or subtract from the provisions of this Agreement. The decision of the Arbitrator shall be final and binding on the Employer, the Union, and the employee(s).

The fees and expenses of the Arbitrator and the FMCS shall be borne equally by both parties.

4.03 Extensions of the aforesaid time limits may be mutually agreed upon and shall be confirmed in writing. Unless an extension is mutually agreed upon between the Employer and the Union, the time limits set forth herein shall be applicable.

A failure by the Union or employee at any step of the grievance procedure to appeal a grievance to the next step within the specified time limits, shall be deemed an acceptance of the Employer's decision rendered at that step.

A failure by The Employer at any step of the grievance procedure to initiate a conference call and/or meeting, or to respond to a grievance within the specified time limits, shall result in the grievance being automatically moved to the next step upon receipt of a timely written appeal from the Union.

Grievant shall not suffer any loss of pay for time spent attending an arbitration hearing and/or participating in Step 1, 2, and 3 meetings.

ARTICLE 5 - DISCRIMINATION AND DISCIPLINE

5.01 The Parties hereto state that no person covered by this Agreement shall be discriminated against because of age, sex, race, religion, national origin, handicap, sexual orientation, gender identity or political affiliation. Employees may have the option of filing discrimination charges through a civil agency.

5.02 Employees may be disciplined up to and including discharge for Just Cause.

5.03 The Employer agrees to the concept of progressive discipline when appropriate. Progressive discipline will be considered appropriate when an employee has failed to improve or correct a problem with regard to performance issues after being given a reasonable opportunity to improve. The Employer and Union agree that performance evaluations, counseling, and training shall not constitute disciplinary action.

The regular progression of progressive discipline shall include (but shall not be limited to):

1. Documented verbal warning,
2. First written warning,
3. Second written warning,
4. Suspension up to five (5) days without pay,
5. Discharge.

5.04 All written notices of discipline, including written warnings, will automatically expire after one (1) year if there are no intervening written notices of discipline and cannot thereafter be used as a basis for progressive discipline. Copies of all written warnings shall be provided to the Union at nvlf@pnwsu.org within three (3) working days.

5.05 In cases of serious misconduct, the Employer is not bound by progressive discipline and may impose a higher level of discipline up to and including discharge. The type of discipline imposed depends upon the nature and severity of the misconduct.

5.06 Once an employee invokes their Weingarten rights during a Weingarten meeting, they will be given a reasonable amount of time to reach out to their union representative or steward and reschedule the meeting with the Employer. When the Employer has a time-sensitive reason to proceed, the employee may choose to include any trained bargaining unit member in the Weingarten meeting. In the event such disciplinary action is reduced to writing by the Employer, a copy of the written notice shall be given to the employee.

5.07 No employee shall be discharged while on vacation, on their day off, on leave of absence or while on disability leave, except in cases of serious misconduct or where the underlying violation happens during the leave.

5.08 The Employer and the Union jointly recognize the desirability of increasing employment opportunities for BIPOC, gender nonconforming, women, trans, disabled, and other underrepresented NVLF employees, and members. Both parties see Affirmative Action as an ongoing process and will pursue a program of recruitment, retention, and training with emphasis on career advancement. This provision shall not be subject to the Grievance procedure.

ARTICLE 6 - VACATIONS

6.01 Employees shall be entitled to, and will receive, annual vacation with pay on the following basis:

- A. 6 months-1 year: Five (5) working days after six (6) months of continuous service may be granted.
- B. 1 year-5 years: Ten (10) working days after one (1) year but not less than five (5) years of continuous service.
- C. 5+ years: Fifteen (15) working days after five (5) years of continuous service.

6.02 Vacation eligibility shall be based upon the employee's seniority as defined in 3.01.

6.03 Vacations due must be taken before the next anniversary date of the employee's most recent hire.

6.04 When a holiday occurs during an employee's vacation, such holiday will not be counted as part of the employee's vacation.

6.05 Employees with more than six (6) months' service will be paid any unused vacation earned upon a separation of employment. For the purpose of this section accrued vacation shall be prorated from the employee's more recent anniversary date.

6.06 When a vacation day, a holiday, or compensatory time off is canceled by the Employer and there is not an opportunity to reschedule before the employee's next anniversary, these days shall be carried over to the next anniversary year. Any days carried over must be taken within three (3) months of the employee's anniversary date.

6.07 Senior employees shall be given preference in the selection of vacation periods if the request is submitted before March 1 of each year. Vacation requests submitted after March 1 shall be approved or disapproved within 14 calendar days. All time off requests shall be made in writing by email, or as otherwise directed (e.g. through time reporting software), and submitted for approval to the Executive Director. Vacation and compensatory time off requests shall be made at least twice as many work days in advance as the length of the leave (e.g. a request for one week vacation shall be made at least two weeks in advance of the first day of vacation). Sick leave requests shall be made as soon as is practically possible.

ARTICLE 7 - HOLIDAYS

7.01 The following holidays shall be granted with no deduction in salary and shall be paid for as though the employee has worked a full shift at the actual rate of pay:

- A. Martin Luther King Jr.'s Birthday
- B. President's Day
- C. Memorial Day
- D. Juneteenth
- E. Independence Day
- F. Labor Day
- G. Indigenous Peoples' Day
- H. Veterans Day
- I. Thanksgiving Day
- J. Day after Thanksgiving Day

7.02 The Employer may schedule another day off in lieu of this holiday or grant employees one day of compensatory time off if the work schedule will not permit granting such at the specified time.

7.03 Employees shall receive a minimum of forty-eight (48) hour notice if they are being assigned to work a holiday.

7.04 Holidays are extended to include all weekdays between December 23 and January 2

ARTICLE 8 - HEALTH & WELFARE, DENTAL, VISION, PRESCRIPTION PLAN

8.01 The NVLF will provide an Individual Coverage Health Reimbursement Arrangement (ICHRA) with a maximum monthly reimbursement of \$600 per month to all full-time employees. The NVLF may use a third party administrator to manage the ICHRA plan. Employees are responsible for setting up their plan and providing proper documentation of expenses to the ICHRA administrator. The NVLF shall not be responsible for the administrator's determinations including those related to reimbursements.

ARTICLE 9 - RETIREMENT PLAN

9.01 The Employer will provide a Simple IRA retirement plan to all employees with the Employer matching up to 3% of employee's compensation. Employee contribution will be made within thirty (30) days after the end of the month in which the amounts would otherwise have been payable to the employees.

ARTICLE 10 - REIMBURSED EXPENSES

10.01 When traveling, meal and incidental expenses will be reimbursed for actual receipted expenses.

10.02 Business related expenses must be pre-approved and shall be submitted within sixty (60) days of the expense.

10.03 Staff assigned out of town overnight shall where feasible be provided with their own Hotel/Motel room in the event that the Employer is solely responsible for the payment for lodging.

10.04 The NVLF shall either reimburse cell phone costs up to \$100 per month or provide employees with a work cell phone.

10.05 The Employer shall reimburse all qualifying full-time employees for DACA application fees and DACA renewal fees up to \$500 in any two (2) year period upon request by the employee and receipt of supporting documentation.

ARTICLE 11 - LEAVES OF ABSENCE AND SICK LEAVE

11.01 Employees will be granted leave according to the November 30th, 2022 NVLF Family and Medical Leave Policy (see Appendix A).

11.02 Employees shall receive eight (8) days of sick leave per calendar year.

ARTICLE 12 - JURY DUTY AND WITNESS PAY

12.01 Employees who are called for service on a Municipal Court, District Court, Superior Court or Federal District Court jury shall be excused from work for the days on which they serve for up to one (1) weeks within a calendar year.

12.02 Employees required to appear in court or in legal proceedings on behalf of their Employer shall receive their regular compensation.

ARTICLE 13 - BEREAVEMENT LEAVE

13.01 Any employee suffering the death of a spouse, partner, child, including the loss of pregnancy or partner's loss of pregnancy, parent, sister, brother, aunt, uncle, mother-in-law, father-in-law, grandchildren, grandparent, stepchild or stepparent shall be allowed four (4) days leave from work with pay within a calendar year.

In rare and exceptional circumstances, the Employer will consider providing an equal amount of Bereavement Leave for family members not specifically addressed above. Any such consideration or leave granted is at the sole and exclusive determination of the Employer shall be non-precedent setting and shall not be subject to the grievance procedure in this agreement or any other recourse under local, state, or federal law.

ARTICLE 14 - AUTO POLICY

14.01 Any miles driven by employees for the Employer's business purposes that exceed an employee's regular commute to and from their assigned office will be paid the IRS mileage rate for these miles. Employees will submit a monthly mileage form.

ARTICLE 15 - EMPLOYMENT AND TRAINING

15.01 Requests for funding of continuing education and training brought to the Employer by employees shall be given fair and reasonable consideration. If approved, during the training the employee shall be considered on work time and paid accordingly. Approval shall be at the sole discretion of the Employer. Newly hired employees shall be provided training opportunities appropriate for their position.

ARTICLE 16 - WAGES

16.01 All bargaining unit positions shall be assigned a grade by the employer according to the following classification

- I. Grade I positions include Campaign Staff and Community Outreach Workers and job duties are typically focused primarily on conducting outreach (door knocking, phone banking, etc)
- II. Grade II positions include Organizer and other positions in which employees may be expected to work independently, continually learn new skills, assist with overseeing temporary campaign and outreach staff, and build relationships with labor and community partners.
- III. Grade III positions include the position of Lead Organizer and other positions that require additional leadership responsibilities and/or specialized skills beyond the scope of Grade II position
- IV. Grade IV positions include bargaining unit positions that require a great depth of knowledge and experience as well as leadership and planning responsibilities beyond the scope of a Grade III position. In the event of the creation of a Grade IV bargaining unit position the Parties will meet for the sole purpose of negotiating a Grade IV wage scale.

16.02 Every employee shall be assigned a step number at their time of hiring or rehiring. Step assignments are at the discretion of the Employer and may be based on past experience, skills and abilities, and recruitment considerations. The step number for bargaining unit staff who are employed when this agreement is ratified shall be the whole number of years of service. Employees' step number shall increase by one on the anniversary of their most recent hiring date.

16.03 Bargaining unit staff salaries shall be paid according to the staff wage scale below. Bargaining unit staff employed at least six months prior to the ratification of this agreement shall receive retroactive pay in the amount of \$2,500 for employees who are Step 1 at the time of ratification and \$3,000 for employees that are Step 2 at the time of ratification. Salaries for staff at Steps 4 and higher shall be calculated by compounding a 3% raise for each step above 3.

Staff Wage Scale		
Grade I (Outreach)	Upon Ratification	\$23/hr
	Effective Jan 1, 2026	\$24/hr
Grade II (Organizer)	Step 0	\$ 61,350
	Step 1	\$ 64,111
	Step 2	\$ 66,832
	Step 3	\$ 69,505
Grade III (Lead Staff)	Step 0	\$ 71,575
	Step 1	\$ 74,796
	Step 2	\$ 77,971
	Step 3	\$ 81,288

16.04 When an employee is moved to a position in a different grade their step may be changed. If the employee is moved to a higher grade position their resulting salary must be greater than their current salary.

16.05 No less than six months after a step increase, organizational equity and/or significant progress by any employee may be recognized by the Employer by increasing the employee's pay within these steps.

16.06 The Employer recognizes that market wages may escalate during the term of this agreement and retains the right to increase the wage scale during such time. Prior to the implementation of such changes, the Employer shall provide notice to PNWSU and meet to confer on such changes.

16.07 Any and all past decisions to pay one-time bonuses, including campaign bonuses, were purely at the discretion of the NVLF and nothing in this agreement shall obligate the NVLF to pay any bonuses in the future.

ARTICLE 17 - OVERTIME, COMPENSATORY TIME OFF, AND WORK WEEK

17.01 To the extent allowable under California and Federal Law, and in a manner consistent with CA Labor Code Section 204.3 and subject to the limitations therein, employees covered by this agreement who do not meet the overtime exemption in California law shall request in writing and be granted within a reasonable period of time compensatory time off in lieu of overtime pay at a rate of one and one-half hours for each hour of employment for which overtime compensation would otherwise be required.

17.02 Starting on the first Saturday after the ratification of this agreement, the NVLF pay period shall be from Saturday through Friday and the pay day for that workweek shall be on the following Friday. Employees shall be responsible for reporting any excess hours worked by the Monday following the end of the pay period.

17.03 The typical work week for full-time employees shall generally average forty (40) hours per week. The parties acknowledge that employees covered by this Agreement may at times be required to work long and irregular hours including work on weekends and evenings.

17.04 The Employer may allow remote work whenever an employee's duties can reasonably be accomplished remotely. The Employer may require some or all staff to work at the office on specified days. With Just Cause, the Employer may revoke remote work privileges for disciplinary or performance reasons. The Employer may require temporary or probationary employees to work in person at the Employer's sole discretion.

ARTICLE 18 - UNION ACTIVITIES

18.01 There shall be no discrimination against any employee because of their Union Membership or activities.

18.02 Upon request by either party and up to three (3) times per calendar year, representatives of the NVLF, a representative of PNWSU, and up to three (3) bargaining unit members shall meet to discuss concerns of either party.

18.03 The Union shall appoint the number of stewards deemed necessary to handle Union business to represent employees up to one steward per ten (10) bargaining unit members. The Union shall furnish the names of these stewards by the effective date of each new appointment, or change in the appointment of a steward.

The Union shall provide the Employer with a list of alternate stewards who shall assume the duties and rights of stewards when the regular steward is absent, or if a conflict of interest requires the regular steward to withdraw from the matter involved.

18.04 A Steward may utilize a reasonable amount of work time without loss of pay, to confer with an affected employee with respect to any matters for which remedial relief may be sought pursuant to the terms and conditions of this Agreement, or to interview witnesses, review documents, or prepare materials necessary to process a grievance.

18.05 Any meeting between any Employer official and a Union steward, PNWSU Chapter Officer, or PNWSU President concerning a matter for which remedial relief may be sought pursuant to the terms of this Agreement, may be held on work time.

18.06 Union Stewards shall be released from their regular assignment(s) with pay to attend bargaining sessions, labor management committee meetings, and contract enforcement related activities.

18.07 The Employer shall grant unpaid union leave up to one (1) day per calendar year provided the employee applies for the leave three (3) days in advance. The Employer shall grant at least one (1) day each year with pay to each employee for the purpose of attending events and training endorsed or sponsored by the Union.

18.08 The Employer shall provide a space for a union bulletin board to be placed.

ARTICLE 19 - SEVERABILITY & SAVINGS CLAUSE

19.01 In the event that any provision of this Agreement is finally held, or determined to be, illegal or void as being in contravention of any law, ruling, or regulation of any governmental authority or agency having jurisdiction of the subject matter of this Agreement, the remainder of the Agreement shall remain in full force and effect.

19.02 If any provision of this Agreement is held invalid, the Union and Employer further agree that they shall promptly enter into negotiations for the sole purpose of attempting to achieve a mutually satisfactory replacement for such provision.

ARTICLE 20 - DURATION

20.01 This agreement shall take effect upon ratification and shall expire four (4) years after the date of ratification. Sixty (60) days from the Agreement's expiration, PNWSU shall provide written notice of its intent to modify or amend the Agreement.

ARTICLE 21 - MANAGEMENT RIGHTS

21.01 The Parties recognize that it is the right, obligation, and responsibility of the NVLF to operate in a manner consistent with its goals and purpose and that the management of the NVLF is vested exclusively in the NVLF. The parties agree that all rights not specifically granted in this Agreement are reserved solely to the NVLF. The exercise or non-exercise of rights retained by the NVLF shall not be construed to mean that any right is waived.

21.02 The provisions of the collective bargaining agreement shall be subject to the Constitution of the NVLF.

21.03 Nothing in this Agreement has limited the right of the NVLF to consult with any Employee(s) on any matter outside the scope of this Agreement.

ARTICLE 22 - NO STRIKES AND NO LOCKOUTS

22.01 During the term of this agreement, or any period of extension, neither the Union, its members or any employee covered by this Agreement will call, sanction or participate in any strike, stoppage of work, slowdown, sympathy strike, or concerted interruption of any function of the Employer, whether or not the cause was subject to arbitration. If such action occurs, the Union will make every reasonable effort to terminate the action. An employee engaging in such action will not be entitled to any benefit that occurs or accrues during that time, and will be subject to discharge or other discipline.

22.02 It shall not be a violation of this Agreement nor a cause for discharge, disciplinary action, or permanent replacement for any employee covered by this Agreement to refuse to cross or work behind any picket lines established because of a primary strike sanctioned by the Employer, the California Labor Federation, or the AFL-CIO.

22.03 During the term of this Agreement, or any period of extension, the Employer will not commence nor continue a lockout of its employees.

22.04 The Employer and the Union shall have the right to full judicial relief, including injunctive relief, for the violation of this article.

SIGNATURE PAGE

This Collective Bargaining Agreement by and between Pacific Northwest Staff Union Local 209 and the North Valley Labor Federation is hereby ratified on November 17, 2023.

For the Employer

North Valley Labor Federation



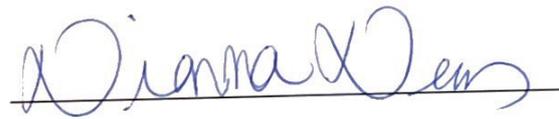
William Kelly, Executive Director



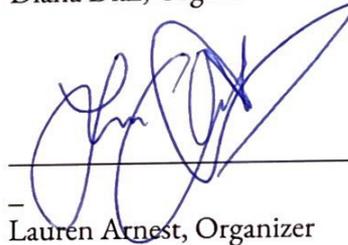
Corey Van Rys, Trustee, Personnel Committee

For the Union

Pacific Northwest Staff Union Local 209



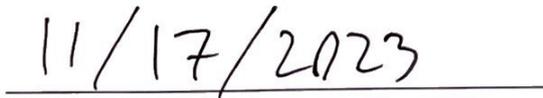
Diana Diaz, Organizer



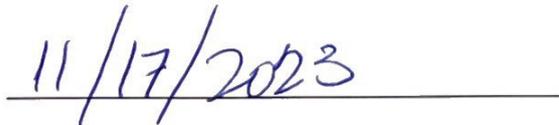
Lauren Arnest, Organizer



Salvador Oregel-Valencia, Organizer



Date



Date