Union Proposals 3 and 42:

*In lieu of Union proposal 42 and the expansion of Holiday pay to non-career employees in Union Proposal 3, the Union proposes:*

Within three months of ratification of this Agreement, the parties agree to meet and confer over the status of the R-2 employees including but not limited to their eligibility for holiday pay, health benefits, just cause and skelly rights, and converting them to career positions. If the parties fail to reach agreement before March 31, 2025, they will engage in mediation using an agreed-upon mediator or one provided by SMCS. Any resulting changes to the status and benefits of R2s will be implemented as of the first pay period of the fiscal year following agreement.