

## **ARTICLE III. SUBCONTRACTING**

### **Section A. Project Cost Limitation**

1. The Employer and the Union agree that subcontracting of work normally provided by the members of SEIU Local 925 may take place when: (1) the cost of a project is greater than nine thousand dollars (\$9,000), or (2) the job requirements exceed the capabilities or qualifications of the bargaining unit members, or (3) non-employees are contracted to respond to building security and/or maintenance calls after three calls are first made to employees, or (4) when installation is normally included in the purchase price of new equipment.
2. Upon request, the District will provide the union information on subcontracts awarded listing the name of the contractor(s), type of work performed, and the dollar amount of the contract.

### **SECTION B. Position Loss**

No position that was covered within the previous school year in the bargaining unit and was lost due to a reduction in force, loss of revenue, retirement or resignation, will be permanently refilled outside the terms of this Working Agreement unless allowed by this contract or negotiated on a case by case basis.

### **SECTION C. Cooperative Agreements**

The Employer may enter into inter-local agreements with other public agencies to provide services not currently or previously performed by SEIU members, provided that no employee shall suffer a reduction in scheduled or overtime hours as a result of any such inter-local agreements.