

TENTATIVE AGREEMENT

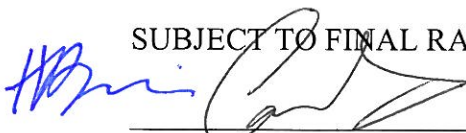
ECRA/UTLA

November 3, 2015

ARTICLE VII - NON-DISCRIMINATION

Pursuant to applicable Federal and State laws, ECRA and UTLA agree not to discriminate against any employee based upon race, color, religion, creed, national origin, gender, age, marital status, sexual orientation, disability, or political or UTLA affiliation, and to have due regard for employees' privacy and constitutional rights as citizens.

SUBJECT TO FINAL RATIFICATION BY THE PARTIES:


UTLA Representative

Date: 11/3/15



ECRA Representative

Date: 11/3/15