



AGENDA REPORT

2013 NOV 26 AM 11:31

TO: DEANNA J. SANTANA
CITY ADMINISTRATOR

FROM: Katano Kasaine
Interim Personnel Director

SUBJECT: Adopting the SEIU Local 1021 Part Time
Memorandum of Understanding (MOU)

DATE: November 25, 2013

City Administrator
Approval

Date: 11-26-13

COUNCIL DISTRICT: City-Wide

RECOMMENDATION

Staff recommends that City Council Adopt a Resolution Approving the Memorandum of Understanding between the City of Oakland and the Service Employees International Union, Local 1021 (SEIU) Part Time Unit, Representing Employees in Representation Unit SII, Covering the Period from July 1, 2013 to June 30, 2015

OUTCOME

Adoption of the resolution will allow the City to enter into an agreement on wages and other terms and conditions of employment with the Service Employees International Union (SEIU), Local 1021 Part Time Unit.

BACKGROUND/LEGISLATIVE HISTORY

The current Memorandum of Understanding between the City of Oakland and the Service Employees International Union expired June 30, 2013. This labor agreement represents the culmination of negotiations that began in the summer of 2013 with representatives of SEIU, who represent approximately active 1281 part time employees in the City of Oakland.

City Council had already implemented a Cost Of Living Adjustment (COLA) [Ordinance No. 13188] on employee salaries for a two percent (2%) in fiscal year 2013-2014 and a one percent (1%) in fiscal year 2014-2015; along with an increase to the Library Premium increase effective July 1, 2014.

New agreements that were reached and need approval:

- Represented employees in the SEIU Local 1021 Part Time Unit will now accrue sick time after reaching forty-eight hundred (4800) lifetime-to-date hours. The accrual rate is one third (1/3) that of a full time employee
- Reduces the number of consecutive hours to qualify to receive a salary step increase from 2,000 continuous hours to 1,950 continuous hours

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- Increases the Health and Welfare premium paid to part time employees from \$1.71 to \$2.10 per hour
- Increases the Call Back Pay from two (2) hours to two and a half (2.5) hours.
- Increases the Report Pay from one (1) hour to two (2) hours
- Increases Special Premiums for Office of Parks & Recreation employees appointed to act temporarily in the assignment of Recreation Center Director from \$0.82 to \$1.25 per hour or to act temporarily in the assignment of Gardener Crew Leader from \$0.82 to \$1.25 per hour
- Creates a working committee related to part time employees in representation unit SII

PUBLIC OUTREACH

No public outreach was required.

COST SUMMARY/IMPLICATIONS

Approval of the proposed Resolution has the following costs associated with it:

| Implemented (City Council Approved) | | | |
|--|-------------------|-------------------|-----------------------|
| Union Proposal | FY 2013-14 | FY 2014-15 | TOTAL BIENNIAL |
| 2% (FY 2013-14) + 1% (FY 2014-15) Cost of Living Adjustment [2] | 181,082 | 272,519 | 453,601 |
| Library Premium increase from \$0.82 to \$1.25/hour (\$0.43/hour increase) effective July 1, 2014 | 0 | 17,359 | 34,718 |
| Implemented SUB-TOTAL | 181,082 | 289,878 | 470,960 |
| Tentative Economic Agreements (Need City Council Approval) | | | |
| UP02: Reduction in hours to receive step increase from 2000 to 1950 hours | 1,736 | 57,512 | 59,248 |
| UP03: Increase in Health/Welfare Premium from \$1.71 to \$2.10/hour (\$.39/hour increase) | 287,893 | 287,893 | 575,786 |
| UP04: Callback Pay Premium increase from 2 hours to 2.5 hours | 4,014 | 4,014 | 8,028 |
| UP05: Report Pay Premium increase from 1 hour to 2 hours | 3,211 | 3,211 | 6,422 |
| UP06: OPR Crew Leader Premium increase from \$0.82/hour to \$1.25/hour (\$0.43/hour increase) | 5,687 | 5,687 | 11,374 |
| UP07: OPR Recreation Center Director Premium increase from \$0.82/hour to \$1.25/hour (\$0.43/hour increase) | 20,182 | 20,182 | 40,364 |
| UPI3: TPT with 4,800 hours to earn Sick leave | 46,594 | 52,853 | 99,447 |
| Proposed SUB-TOTAL | 369,317 | 431,352 | 800,669 |
| Grand TOTAL | 550,399 | 721,230 | 1,271,629 |

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SUSTAINABLE OPPORTUNITIES

There are no economic opportunities associated with this report.

There are no environmental opportunities associated with this report.

There are no social equity opportunities associated with this report.

For questions regarding this report, please contact Katano Kasaine, Interim Personnel Director, at (510) 238-2989.

Respectfully submitted,



Katano Kasaine
Interim Personnel Director

Prepared by:
Winnie Anderson
Acting Employee Relations Manager
CAO/Employee Relations Department

[Signature]
Office of the City Attorney

FILED
OFFICE OF THE CITY CLERK
OAKLAND

OAKLAND CITY COUNCIL

RESOLUTION No. _____ C.M.S.

Introduced by Councilmember _____

**RESOLUTION APPROVING MEMORANDUM OF UNDERSTANDING
BETWEEN THE CITY OF OAKLAND AND THE SERVICE EMPLOYEES
INTERNATIONAL UNION, LOCAL 1021 PART TIME UNIT IN
REPRESENTATION UNIT S11 FROM JULY 1, 2013 TO JUNE 30, 2015**

WHEREAS, the Memorandum of Understanding to be entered into between the City of Oakland and the Service Employees International Union, Local 1021 Part Time Unit (S11) has been presented to the City Council for determination pursuant to Section 3505.1 of the Government Code of the State of California: and

WHEREAS, the key provisions of the Memorandum of Understanding are described in the Report from the City Administrator dated December 10, 2013; and

WHEREAS, the terms and conditions contained in said Memorandum of Understanding are in the best interests of the City; now, therefore, be it

RESOLVED: That said agreement be, and is, hereby approved; and be it

FURTHER RESOLVED: That the provisions of said Memorandum of Understanding are effective as of the date the City Council approves said Memorandum of Understanding, unless otherwise specified in said Memorandum of Understanding and shall be retroactive if required.

IN COUNCIL, OAKLAND, CALIFORNIA,

PASSED BY THE FOLLOWING VOTE:

AYES - BROOKS, GALLO, KALB, KAPLAN, GIBSON MCELHANEY, REID, SCHAAF, AND
PRESIDENT KERNIGHAN

NOES -

ABSENT -

ABSTENTIONS -

ATTEST: _____
LATONDA SIMMONS
City Clerk and Clerk of the Council of
the City of Oakland, California