

2025 Contract Negotiations  
City of Oakland to IFPTE Local 21 Proposal  
CCP TO UP#15, Passed on 7/23/25  
Date: 08/18/25

#### 8.10 Disability Insurance

The City agrees to pay the premium cost of represented employee participation in the established disability insurance program. The City shall meet and confer regarding any reduction in benefits to the extent it is within the mandatory scope of bargaining required by state law. Refer to section 9.8 FMLA/CFRA, Pregnancy Disability and UFL Leave for additional information.

Within 60 days of ratification of this contract, the City and Union agree to meet and confer over both parties' interests concerning enrollment into the State Disability Insurance (SDI) Program. The parties agree that the cost of participating in SDI will be borne by represented employees.

Upon mutual agreement between the City and the Union, the City will enroll unit members in the State Disability Insurance (SDI) program pursuant to the process below:

- Effective within 60 days following agreement to implement the program, and at the beginning of the next closest pay period, implementation of the SDI program for unit members shall be completed. This timeline can be extended by mutual agreement.
- The completion of implementation will signify the beginning of SDI deductions and the beginning of the transition period. The transition period for unit members shall span six (6) months. During the transition period, the City agrees to pay the premium cost of represented employee participation in the established disability insurance program and may participate in benefits described in Section 9.8 below.
- At the completion of the transition period, all unit members shall be covered under the California State Disability Insurance (SDI) benefit program, as administered by the State's Employee Development Department.
- Upon mutual agreement between the City and the Union, timelines within the transition period may be adjusted.

The City shall meet and confer regarding any reduction in benefits to the extent it is within the mandatory scope of bargaining required by state law. Refer to section 9.8 FMLA/CFRA, Pregnancy Disability and UFL Leave for additional information.

#### 9.8 FMLA/CFRA, Pregnancy Disability, Paid Family Leave For Baby Bonding, And Unpaid Family Leave (UFL)

Represented employees are eligible for protected leave under the California Family Rights Act ("CFRA"), the Federal Family and Medical Leave Act ("FMLA"), and the California Pregnancy Disability Leave Act ("PDLA"). The provisions of this Agreement and City policies shall be applied consistent with applicable state and federal law and in accordance with Administrative Instruction 567 as it may be amended from time to time.

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~~Local 21 members are not eligible for California's Paid Family Leave (PFL), a State Disability Insurance (SDI) benefit because Local 21 has opted out of SDI.~~

Unpaid Family Leave (UFL)

It is the intent of this section to provide Local 21 members with up to six weeks of unpaid family leave (UFL) to care for a seriously ill child, parent, parent-in-law, grandparent, grandchild, sibling, spouse, or registered domestic partner under the same terms as California's PFL, as administered by SDI. To receive UFL, a unit member must be eligible for leave under California's Family Rights Act and/or the Family Medical Leave Act.

Paid Family Leave For Baby Bonding

The City agrees to provide eligible employees up to <sup>eight</sup> six weeks of paid leave in a twelve (12) month period at the rate of sixty percent (60%) of his/her base wage rate or \$1,540.00 per week whichever is lower, less applicable withholdings, for "baby bonding." This partial wage continuation shall be referred to as "Paid Family Leave for Baby Bonding." The term "Baby Bonding" is defined in accordance with the California Family Rights Act ("CFRA") and shall mean bonding with a newborn, adopted child, or child placed for foster care in the first year of his/her life or placement. To be eligible for this ~~six~~ <sup>eight</sup> week partial wage continuation and protected leave, employees must be eligible for leave under the California Family Rights Act. Employees need to submit all requests for Paid Family Leave for Baby Bonding to the Risk Management Division of Human Resource Management and may be required to provide medical documentation supporting the claim.

An employee may use accrued leave balances to bring them up to 100% of their base wage rate or salary while on UFL and Paid Family Leave for Baby Bonding concurrently with leaves taken under those Acts.

The previous paragraphs are not subject to the grievance procedure. This language shall not be construed as a waiver of any right to meet and confer over the changes in Administrative Instruction 567, if such changes are within the mandatory scope of bargaining.

9.8.1 Using Accrued Sick Leave, Vacation And Other Paid Personal Time Off  
An employee may choose or the City may require in accordance with State and Federal law to use any accrued sick leave, vacation or other accrued paid personal time off that the employee is otherwise eligible to use during the otherwise unpaid family care and medical leave to care for themselves or an eligible family member.

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