



City of Emeryville

CALIFORNIA

MEMORANDUM

DATE: May 4, 2021
TO: Mayor and City Council Members
FROM: Trish Raver, Human Resources Director
SUBJECT: Resolution Of The City Council Approving A Side Letter Of Agreement Between The City And Service Employees International Union, Local 1021 (SEIU) Regarding A Memorandum Of Understanding (MOU) Extension

RECOMMENDATION

Staff recommends that the City Council adopt the above-entitled resolution approving the Side Letter of Agreement between the MESA and SEIU resulting in the term of the current MOU being extended by one (1) year, inclusive of a two percent (2%) pay adjustment, with all other MOU terms and conditions remaining in place during the extension.

BACKGROUND

On October 15, 2019, the City Council adopted a resolution approving and authorizing the City Manager to enter into an MOU between the MESA and SEIU with a term effective July 1, 2019 through June 30, 2021.

On December 1, 2020, the City/MESA and SEIU met in response to a meeting request from SEIU. In the meeting, SEIU representatives indicated that they would be interested in extending the term of the current MOU with the MESA for one (1) year with some form of pay adjustment while leaving all other terms and conditions in place.

On March 5, 2021, following receipt of authority, the City/MESA met with SEIU to propose a two percent (2%) pay adjustment for the one (1) year MOU extension leaving all other MOU terms and conditions in place. These terms were subject to ratification by SEIU.

On April 1, 2021, the City/MESA was notified by SEIU that a ratification vote of the membership was conducted and that the terms presented by the City/MESA were unanimously approved by the membership on March 30th.

On April 6, 2021, SEIU and the City/MESA entered into a Total Tentative Agreement (TTA) subject the MESA Board approval which includes a one (1) year MOU term extension to June 30, 2022, a two percent (2%) pay adjustment effective July 1, 2021 and the definition of family that pertains to family sick leave and funeral leave extending its sunset date to June 30, 2022.

DISCUSSION

The attached City/MESA and SEIU Side Letter of Agreement contains the following terms:

- Term of contract to be extended by one (1) year, expiring 6/30/2022.
- The base rates shown in Appendix A shall increase by two percent (2.00%) effective on July 1, 2021.
- Certain language in Sub-Section 4.4 Family Sick Leave will have its sunset date extended to 6/30/2022.
- Certain language in Sub-Section 4.8 Funeral Leave will have its sunset date extended to 6/30/2022.

This item was submitted to the Board of Directors of the Management of Emeryville Services Authority for consideration at a May 4, 2021 meeting.

FISCAL IMPACT

The fiscal impact is \$111,377 which will be incorporated in the FY 21-22 budget.

STAFF COMMUNICATION WITH THE PUBLIC

None

CONFLICT OF INTEREST

None

CONCLUSION

Staff recommends that the City Council adopt the Resolution approving the Side Letter of Agreement between the City/MESA and SEIU resulting in the term of the current MOU being extended by one (1) year, inclusive of a two percent (2%) pay adjustment, with all other MOU terms and conditions remaining in place for the extended term.

PREPARED BY: Trish Raver, Director of Human Resources

**APPROVED AND FORWARDED TO THE
City Council of the City of Emeryville:**



Christine Daniel, City Manager

ATTACHMENT

1. Draft Resolution of the City Council Approving the Side Letter of Agreement Between the City/MESA and SEIU Regarding a MOU Extension
2. Side Letter of Agreement – SEIU MOU Extension