



City of Emeryville
CALIFORNIA
Management of Emeryville Services Authority

MEMORANDUM

foDATE: May 4, 2021
TO: Chair and Board of Directors
FROM: Trish Raver, Human Resources Director
SUBJECT: **Resolution Of The Board Of Directors Of Management Of Emeryville Services Authority (MESA) Approving A Side Letter Of Agreement Between The MESA And Service Employees International Union, Local 1021 (SEIU) Regarding A Memorandum Of Understanding (MOU) Extension**

RECOMMENDATION

Staff recommends that the Board of Directors 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 Board of Directors of the MESA 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 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 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 MESA was notified by SEIU that a ratification vote of the membership was conducted and that the terms presented by the MESA were unanimously approved on March 30th.

On April 6, 2021, SEIU and the 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 to have its sunset date extended to June 30, 2022.

DISCUSSION

The attached 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.

FISCAL IMPACT

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

STAFF COMMUNICATION WITH THE PUBLIC

None

CONFLICT OF INTEREST

None

CONCLUSION

Staff recommends that the Board of Directors adopt the 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 for the extended term.

PREPARED BY: Trish Raver, Director of Human Resources

**APPROVED AND FORWARDED TO THE
Board of Directors of the Management of Emeryville Services Authority:**



Christine Daniel, Executive Director

ATTACHMENT

1. Resolution of the Board of Directors Approving the Side Letter of Agreement Between the MESA and SEIU Regarding a MOU Extension
2. Side Letter of Agreement – SEIU MOU Extension