

To: Contra Costa County Housing Authority Board of Commissioners
 From: Joseph Villarreal, Housing Authority
 Date: August 10, 2021



**Contra
Costa
County**

Subject: Resolution No. 5236 approving the Successor Memorandum of Understanding with Public Employees Union, Local #1/AFSCME

RECOMMENDATIONS

ADOPT Resolution No. 5236 approving the Successor Memorandum of Understanding with Public Employees Union, Local #1/AFSCME, providing for wages, non-healthcare benefits, and other employment conditions for the period July 1, 2021, through June 30, 2024.

BACKGROUND

Negotiations with Public Employees Union, Local #1/AFSME (Union) for a successor MOU began on April 12, 2021. On June 21, 2021, the parties reached a tentative agreement for a Memorandum of Understanding (MOU) for the period July 1, 2021, through June 30, 2024. The new MOU provides for the following:

- A one-time, five percent (5%) Market Equity adjustment for all classifications effective the first full pay period following Board ratification.
- A 2.5% cost of living adjustment effective the first full pay period after Board ratification; a 2.5% cost of living adjustment effective July 1, 2022, and a 2.5% cost of living adjustment effective July 1, 2023.
- For Maintenance On-Call staff only, two (2) hours of pay for each workday assigned on-call duty and four (4) hours of pay when assigned on-call duty on Friday, Saturday, or Sunday.
- Upon ratification by the Board of Commissioner, HACCC will no longer observe a 9/80 work schedule. Instead, HACCC will observe a Monday through Thursday. 4/10 work schedule. Changes will be made to Exhibit B to reflect the new 4/10 work schedule plan.

Action of Board On: **08/10/2021** ☒ APPROVED AS RECOMMENDED ☐ OTHER

Clerks Notes:

VOTE OF COMMISSIONERS

AYE: John Gioia, District I
Supervisor

Candace Andersen,
District II Supervisor

Diane Burgis, District III
Supervisor

Karen Mitchoff, District
IV Supervisor

Federal D. Glover,
District V Supervisor

I hereby certify that this is a true and correct copy of an action taken and entered on the minutes of the Board of Supervisors on the date shown.

ATTESTED: August 10, 2021

Joseph Villarreal, Executive Director

By: June McHuen, Deputy

Contact: 925-957-8028

cc:

BACKGROUND (CONT'D)

- HACCC Management will Meet & Confer with the Union within 30 business days of Union ratification and Board of Commissioner approval to discuss a Telecommuting Policy for HACCC.
- An update to reflect new laws surrounding payroll deduction for Union membership dues and organizational security.
- Changing language that states “deal with” the Union to read “work with” the Union.
- Correct loss of seniority to reflect Practice, Policies, and Procedures.
- Allow for electronic distribution of seniority list.
- Add clarifying language regarding the number of hours paid for holidays and remove outdated floating holiday language. Provide language to reflect practice on vacation leave.
- Move “Sick leave shall be charged in no less than one quarter ($\frac{1}{4}$) hour increments” from 11.6 to 11.3.
- Change order in of 4) and 5) in 14.1 – Add language to reflect practice on leave of absence.
- Update language in MOU to reflect FMLA/CFRA law.
- Update language in MOU to reflect practice on bereavement leave.
- Add language to agree to meet and confer with Union should a pandemic be declared by local health officials.
- Update Market Equity adjustments language to reflect 2021 change.
- Change to allow up to 1 year for temporary positions to accommodate ongoing recruitment, leave of absence, and special projects as approved by the Executive Director.
- Remove contribution amounts prior to 1/1/2019.
- Administrative change, changing from fiscal years to term of MOU for vision reimbursement.
- Change from 30 calendar days to 30 business days regarding Skelly notice.
- Housekeeping, MOU edit to correct numbering of sections on Posting and Filling Vacant Positions.
- Update to reflect current practice of assigned cellular phone.
- Change boot purchase practice from reimbursement to referral to vendor.
- Update On-Call exhibit to reflect practice, include new safety practice and requirements for mechanics serving on call assignment.
- Replace all “Maintenance Mechanic Supervisor” to “Housing Authority Management”

FISCAL IMPACT

The Housing Authority’s current budget provides for the changes in the economic terms of the proposed MOU. Assuming current HUD funding levels, staff project that HACCC’s reserve levels will not be decreased by the proposed salary and benefit modifications for represented and unrepresented employees.

CONSEQUENCE OF NEGATIVE ACTION

Should the Board elect not to adopt these actions, HACCC would not have an agreement with Public Employees Union, Local #1/AFSCME and negotiations would resume.

ATTACHMENTS

HA RES 5236

MOU HACCC.LOCAL1/AFSCME 2021-2024