

HAYWARD CITY COUNCIL

RESOLUTION NO. 24-

Introduced by Council Member \_\_\_\_\_

RESOLUTION APPROVING THE SUCCESSOR MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF HAYWARD AND THE SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 1021 CLERICAL AND RELATED UNIT AND AUTHORIZING THE CITY MANAGER TO EXECUTE THE AGREEMENT

WHEREAS, the current Memorandum of Understanding ( " M O U " ) between the City of Hayward ( " City " ) and the Service Employees International Union, Local 1021 ( " SEIU " ) expired on June 30, 2024; and

WHEREAS the City and SEIU reached a tentative agreement for a successor MOU on August 1, 2024, which grants salary adjustments totaling thirteen percent (13%) over the three-year contract term, equity salary adjustments for all SEIU members who remain three (3%) or more under the market median based on a total compensation study completed in December 2023, enhancement of the Continuous Service Pay (CSP), the addition of Juneteenth holiday, increases to meal allowance, instituting a hard cap on vacation accrual, adding vacation cash out option up to forty (40) hours, and an increase to the health and wellness reimbursement program; and

WHEREAS the parties agreed on the addition of Reproductive Loss Leave as mandated by State law and the increase in bereavement leave benefit to five (5) paid days; and

WHEREAS increase meal allowance to seventeen dollars (\$17.00); and

WHEREAS the addition of the Juneteenth holiday; and

WHEREAS increase the Health and Wellness allowance to seven hundred and twenty dollars (\$720.00); and

WHEREAS the proposed contract maintains employee contributions toward the Employer's share of retirement costs and shall be adjusted to 5% effective January 1, 2025, medical benefits, dental and vision plans; and

WHEREAS the proposed changes will result in an estimated fiscal impact of \$ 2 , 2 7 6 , 3 6 4 to the General Fund, and a net cost of approximately \$4,256,825 across all funds, over the contract period when compared to projections in the City's budget model for the same three-year period (FY 2024-FY 2027).

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Hayward that the City Manager is hereby authorized and directed to execute, on behalf of the City of Hayward, a MOU between the City and SEIU from July 1, 2024, through June 30, 2027, a copy of which will be on file in the Office of the City Clerk.

IN COUNCIL, HAYWARD, CALIFORNIA\_\_\_\_\_, 2024

ADOPTED BY THE FOLLOWING VOTE:

AYES:           COUNCIL MEMBERS:  
                  MAYOR:

NOES:           COUNCIL MEMBERS:

ABSTAIN:       COUNCIL MEMBERS:

ABSENT:        COUNCIL MEMBERS:

ATTEST: \_\_\_\_\_  
                  City Clerk of the City of Hayward

APPROVED AS TO FORM:

\_\_\_\_\_  
City Attorney of the City of Hayward