

HAYWARD CITY COUNCIL

RESOLUTION NO. 20-\_\_\_\_\_

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

RESOLUTION APPROVING A SIDE LETTER OF AGREEMENT WITH THE INTERNATIONAL FEDERATION OF PROFESSIONAL AND TECHNICAL ENGINEERS, LOCAL 21 FOR IMPLEMENTATION OF AN UNPAID FURLOUGH IN FISCAL YEAR 2021

WHEREAS, the City of Hayward has been under a Shelter-in-Place Order since March 17, 2020; and

WHEREAS, by the close of Fiscal Year 2020, the revenue decline resulting from COVID-19 is projected to require the use of approximately \$12 million of the City's \$36 million General Fund operating reserve; and

WHEREAS, the City has met and conferred in good faith with members of the International Federation of Professional and Technical Engineers, Local 21 (Local 21);

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Hayward that members of Local 21 shall participate in a mandatory thirty (30) hour unpaid furlough in Fiscal Year 2021 (prorated for part-time employees).

BE IT FURTHER RESOLVED that employees will be required to meet an additional furlough obligation of twenty-five (25) hours, for a total of fifty-five (55) hours in FY 2021 if the City's combined General Fund Revenue for Sales Tax, Real Property Transfer Tax, Transient Occupancy Tax, and Utility Users Tax (the "Four Tax Revenues") attributable to the months of September, October, and November of 2020, combined with additional financial aid through a federal stimulus that may be used to replace lost General Fund Revenues, cover General Fund staffing costs, or that is entirely discretionary in nature, is ninety percent (90%) or less (0-90%) than the Four Tax Revenues attributable to the months of September, October, and November 2019 (prorated for part-time employees).

BE IT FURTHER RESOLVED that in exchange for agreeing to an unpaid furlough in FY 2021, in addition to the annual vacation cash-out available to Local 21 employees pursuant to the current Memorandum of Understanding, full-time employees will be permitted to cash out up to an additional ten (10) hours of vacation leave in FY 2021, and part-time employees will be permitted to cash out an additional five (5) hours of vacation leave in FY 2021.

IN COUNCIL, HAYWARD, CALIFORNIA \_\_\_\_\_, 2020

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