



DATE: February 2, 2021

TO: Mayor and City Council

FROM: Director of Finance/Interim Director of Human Resources

SUBJECT: Negotiations Guiding Principles: Adopt a Resolution Approving the Policy/Goal Statements for Contract Negotiations as the Guiding Principles Document for 2021 Negotiations Between the City of Hayward and HAME, SEIU Local 1021 Maintenance and Clerical Units, and IFPTE Local 21

RECOMMENDATION

That the Council adopts a resolution (Attachment II) approving the policy/goal statements for contract negotiations as the Guiding Principles document for 2021 negotiations between the City and HAME, SEIU Local 1021 Maintenance and Clerical units, and IFPTE Local 21.

SUMMARY AND BACKGROUND

City of Hayward employees are categorized into twelve different employee groups, nine of which are represented by either a Union or Employee Association. The remaining employee groups are unrepresented and include Unrepresented Management, Executives, and Council Appointees. The City will enter into negotiations with HAME, SEIU Local 1021 Maintenance and Clerical units, and IFPTE Local 21 in February 2021, as the current agreements with these groups expire on June 30, 2021.

The Council and City Manager set the parameters for negotiations and receive information and recommendations throughout the negotiations process to give further direction in response to labor discussions with the bargaining units. In preparation for negotiations, the Council provides Guiding Principles to the City's lead negotiators and support staff outlining Council's overarching philosophy and goals for labor negotiations and its collective philosophy for employee relations and working conditions. These principles are thoroughly discussed and vetted to give staff an understanding of what the Council expects from the negotiations process. City Council recognizes that this document reflects an "ideal" philosophical state, and although all listed principles may not be accomplished, City Council and City management believe it is essential to be transparent regarding the negotiation philosophy.

DISCUSSION

The Guiding Principles document (Attachment III) summarizes the Council's policy and

goal statements for contract negotiations in the following areas: Contract Terms; Salaries; Benefits, including all health and welfare, retirement, and other post-employment benefits; Hours of Work; and Working Conditions. The Council has consistently maintained that all employees should be compensated in an equitable manner, and all employees should contribute toward the cost of their benefits to preserve the quality and level of the benefits provided, to address the City's structural deficit, to provide long-term financial stability, and to maintain services to the Hayward taxpayers and community. During this round of negotiations in particular, it is highlighted that the COVID-19 pandemic and its devastating financial impact on the City necessitates a far more conservative financial management approach.

The Guiding Principles document expresses a commitment to providing a safe and healthy workplace in which employees are engaged and empowered. Additionally, Council and City management are committed to keeping health and safety paramount during the COVID-19 pandemic to ensure that City employees, and their families remain safe and healthy as many continue to work and provide essential services to the Hayward community.

The draft Guiding Principles document has been shared with employees and Union representatives, who were reminded that any changes to the existing agreements must be negotiated with each employee group. It is the expectation that the bargaining units will present alternatives to any proposals the City advances during negotiations and that the negotiations will progress in a collaborative, transparent, and productive manner.

STRATEGIC ROADMAP

This is a routine operational item and does not specifically relate to any of the six priorities outlined in the Council's Strategic Roadmap.

FISCAL IMPACT

There is no fiscal impact associated with this report.

NEXT STEPS

If approved, staff will prepare for the negotiations process using the Guiding Principles to draft and discuss initial City proposals with each Union's negotiations team.

Prepared by: Kakshi Master, Human Resources Analyst II

Recommended by: Dustin Claussen, Director of Finance/Interim Director of Human Resources

Approved by:



Kelly McAdoo, City Manager