



# CITY OF HAYWARD

Hayward City Hall  
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## Cover Memo

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**DATE:** June 26, 2018

**TO:** Mayor and City Council

**FROM:** Director of Human Resources

### **SUBJECT**

Resolution Approving the Memoranda of Understanding between the City of Hayward and the Service Employees International Union Local 1021 Maintenance, Clerical and Related Bargaining Units and Authorizing Staff to Execute the Agreements

### **RECOMMENDATION**

That the City Council adopts the attached Resolution approving the memoranda of understanding between the City of Hayward and the Services Employees International Union Local 1021 Maintenance and Clerical ("SEIU") bargaining units for the period of July 1, 2018 through June 30, 2021.

### **SUMMARY**

The current memoranda of understanding ("MOU") with SEIU will expire on June 30, 2018. The attached Resolution will allow staff to execute successor agreements with SEIU for the Clerical and Maintenance units for the term of July 1, 2018 through June 30, 2021. The new agreements will grant both units salary and benefit adjustments, an equity study for specific classifications in the Maintenance group, and other benefits, some of which include employees contributing an additional half percent (0.5%) towards the employer's retirement cost for a total contribution of five percent (5%), adding bilingual pay for written language skills, an increase to educational reimbursement, and health and wellness reimbursement for part-time employees. The new contracts also include administrative and legal language updates.

If approved, the proposed MOU will result in a General Fund savings of approximately \$605,000 when compared to the budget model for the FY 2019 - FY 2021.

### **ATTACHMENTS**

Attachment I	Staff Report
Attachment II	Resolution