

Tentative Agreement
Between City of Hayward and SEIU Local 1021 – Clerical Unit
Regarding FY2026-27 Concessions

- 1) **Deferral of Salary:** The Parties will amend Art. 9.01 of the Parties' contract as follows to reflect a deferral of the upcoming 3% COLA for all classifications that are not entirely funded through enterprise funds to the pay period including June 30, 2027:

9.01 Salaries

Salaries for classifications in the representation unit shall be as enumerated in Appendix A to this MOU. In addition to the increased cost of City provided benefits, including retirement, medical, dental and vision, all bargaining unit salary range increases shall be as follows:

Effective July 29, 2024, base wages for employees represented by the Union shall be increased by six percent (6%).

Effective the pay period including July 1, 2025, base wages for employees represented by the Union shall be increased by four percent (4%).

Effective the pay period including July 1, 2026, base wages for employees represented by the Union **in classifications for which every position is funded entirely through enterprise funds** shall be increased by three percent (3%). **For all other employees represented by the Union, base wages shall be increased by three percent (3%) effective the pay period that includes June 30, 2027. No employee shall receive more than a three percent (3%) base salary increase in FY2026-27 under this contract section.**


- 2) **Layoff Protections:** The City agrees not to exercise its right to layoff employees in this bargaining unit during FY2026-27 (i.e., from July 1, 2026 through June 30, 2027), except that the City may lay off no more than two (2) employees represented by the Union as part of a restructuring of the City's jail operations.

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3) Concession Parity: Should another represented, non-safety unit agree to concession terms that (i) also include layoff protections and (ii) result in less savings for the City as a percentage of that other bargaining unit’s total base wages, SEIU Clerical may elect to accept the terms of that agreement rather than the terms reflected here.


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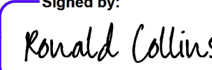
By: 17D3BA463BE24F0...
Jennifer Ott
For the City of Hayward

Signed by:

By: F3C2C66F70E0491...
Evelyn Olivera
For SEIU Local 1021

Date: 4/14/2026

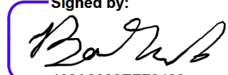
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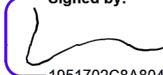
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By: B2B069E037D8441...
Ian Tecson
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Ronald Collins
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Date: 4/13/2026

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Burke Dunphy
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For SEIU Local 1021

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