

## RESOLUTION NO. 15-\_\_\_\_\_

## MEMORANDUM OF UNDERSTANDING

BERKELEY HOUSING AUTHORITY AND  
SEIU LOCAL 1021

WHEREAS, the Authority is obligated under the provisions of California Government Code Section 3500-3510, commonly referred to as the Meyers-Milias-Brown Act, to meet and confer in good faith and attempt to reach agreement with representatives of recognized bargaining units on matters within the scope of representation including, but not limited to, wages, hours and other terms and conditions of employment; and

WHEREAS, representatives of the Authority and Service Employees International Union Local 1021 have meet and conferred in good faith and have reached agreement on a new Memorandum of Understanding to be drafted that incorporates all changes and modifications in the terms of wages, hours and other terms and conditions of employment agreed to by the parties.

NOW THEREFORE, BE IT RESOLVED that the Board of Commissioners of the Berkeley Housing Authority hereby authorizes the Executive Director to execute the new Memorandum of Understanding for the period July 1, 2014 through June 30, 2017 (Exhibit A);

BE IT FURTHER RESOLVED that the Board of Commissioners acknowledges the key economic provisions in the contract including:

1. Term: A three year term beginning July 1, 2014 and running through June 30, 2017;
2. Compensation: Compensation as identified in this agreement supercedes compensation in effect under the prior contract, that overlaps this agreement by 30-days.
3. Cost of Living Adjustment (COLA): 3% COLA each year, effective the payroll including July 1<sup>st</sup> of each year beginning, retroactive to July 2014;
4. Employee Pension Contribution: all classic members shall contribute 1% beginning in the payroll period including July 1 of 2015;
5. Life Insurance benefit increased to \$50,000;
6. Office Closure: BHA to close for business from Christmas Eve to New Year's Day each year; staff can use accumulated leave, or borrow from future (next year) floating holidays (the full 27 hours, 3 days are granted January 1st each year). A chart is attached; Exhibit B

7. Holiday Treatment: The chart also shows treatment of the July 4 and Thanksgiving holidays; Exhibit C
8. BHA shall authorize a retroactive salary adjustment of \$400.00 to all employees with permanent status as of January 1, 2014, arising from foregone salary during the non-paid furlough at the end of calendar year 2013, payable by December 23, 2014.

FURTHER RESOLVED, that the increase in compensation for all staff, over the three year period, is less than 5% of the initial proceeds from the disposition project;

FURTHER RESOLVED, that the Memorandum of Understanding (MOU) will be modified to reflect the current provisions.

BE IT FURTHER RESOLVED that the Executive Director is hereby authorized to execute and implement said Memorandum of Understanding including all changes in wages, hours, and other terms and conditions of employment. A fully executed original of said contract will be filed in the Berkeley Housing Authority Office.

The foregoing Resolution was adopted by the Board of the Berkeley Housing Authority on January 8, 2015 by the following vote:

Ayes:

Noes:

Absent:

Attest: \_\_\_\_\_  
Tia M. Ingram, Secretary