

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 terms for wages, hours and other terms and conditions of employment that will be reflected in a revised Memorandum of Understanding 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 that reflects the agreements set forth in (Exhibit A) attached hereto with no other substantive deviations.

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 1st of each year beginning; retroactive to payroll period including July 1, 2014;
4. Employee Pension Contribution: all classic members shall contribute 1% beginning in the payroll period including July 1 of 2015;

Employee Pension Contribution: Classic Employees will contribute 1% of pensionable income towards BHA's Employer contribution. New Members shall also contribute the required employee contribution as well as 1% of pensionable income towards BHA's Employer contribution 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 on December 11, 2014, the Executive Director was authorized to process the \$400 one-time payment to eligible employees, and did in fact do so in the December 23rd payroll distribution.

FURTHER RESOLVED, that the Executive Director is authorized to issue payment to employees of the retroactive salary adjustment arising from the 3% COLA which was effective the pay period including July 1, 2014 immediately upon execution of the Memorandum of Understanding (MOU) by the appropriate union representatives.

BE IT FURTHER RESOLVED that 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 February 12, 2015 by the following vote:

Ayes:

Noes:

Absent:

Attest: _____
Tia M. Ingram, Secretary