



SAN DIEGO
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San Diego Housing Commission (SDHC) Tentative Agreement for Memorandum of Understanding (MOU) with Service Employees International Union (SEIU), Local 221 Housing Authority of the City of San Diego Agenda Item #2 October 11, 2022

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SDHC – MOU with SEIU Local 221

Overview

- May 2, 2022: SDHC received SEIU's bargaining proposals.
- SDHC management team representatives were identified and designated for negotiations:
 - May 5, 2022: SDHC Board of Commissioners approval
 - May 17, 2022: Housing Authority of the City of San Diego approval
- SDHC management team representatives received direction and authority for negotiations
 - May 5, 2022: SDHC Board of Commissioners
 - May 24, 2022: Housing Authority of the City of San Diego
- June 30, 2022: Existing three-year MOU with SEIU expired.
- 13 bargaining session meetings between SDHC negotiating team and SEIU bargaining team from May 31, 2022, to September 2, 2022.
- September 2, 2022: The parties reached a deal in principle.
- September 13, 2022: SEIU, Local 221 ratified the agreement.



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Summary of Proposed Changes

- The Tentative Agreement contains the following essential changes to the MOU:
 - A two-year MOU
 - Article 50: Cost of Living Adjustments (COLA)
 - Fiscal Year 2023: 5%
 - Fiscal Year 2024: 4%
 - Article 25: Increased Health Care Benefits (Article 25)
 - Fiscal Year 2023: 3%
 - Fiscal Year 2024: 3%
 - Article 18: Two-year remote work pilot program
 - Two additional holidays
 - Juneteenth
 - Floating holiday
- The agreement also provides for revisions to other articles including, but not limited to: Article 19 – Pay Plan; Article 21 – Bilingual Pay; Article 22 – Uniforms; Article 23 – Mileage Reimbursement; Article 34 – Bereavement Leave; and Article 36 – Educational Reimbursement.



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Cost

- Cost per year to implement the increases in health insurance flex credits and COLA:

Cost of COLA & Increase in Flex		
	Fiscal Year 2023	Fiscal Year 2024
COLA	\$ 1,560,170	\$ 1,310,543
Flex	152,347	156,917
Other taxes and benefits*	313,904	268,985
Fully Burdened Salary	\$ 2,026,421	\$ 1,736,445

**Medicare, workers compensation, pension, etc.*



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Staff Recommendations

That the Housing Authority of the City of San Diego take the following actions:

- 1) Approve the proposed Tentative Agreement (Attachment 1) for a two-year Memorandum of Understanding (MOU) (Attachment 2) between SDHC and Service Employees International Union (SEIU), Local 221 (collectively "Parties"), which SEIU, Local 221 ratified on September 13, 2022.
- 2) Authorize the President & Chief Executive Officer (President & CEO), or designee, to implement the changes being proposed for represented employees and implement applicable changes for the non-represented employees of SDHC as well, as has been SDHC's past practice.



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Staff Recommendations (Continued)

- 3) Authorize the President & CEO, or designee, to substitute the funding sources with other available funding sources so long as the total program/project budget amount after substitution does not exceed the approved total budget, should the operational need arise or should such actions be to the benefit of SDHC and its mission; and
- 4) Authorize the President & CEO, or designee, to execute all documents and instruments that are necessary and/or appropriate to implement these approvals, in a form approved by General Counsel, and to take such actions as are necessary and/or appropriate to implement these approvals, provided that a copy of the documents, signed as to form by General Counsel, are submitted to each Housing Commissioner.



Questions & Comments

