



SAN DIEGO
HOUSING
COMMISSION

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San Diego Housing Commission Memorandum of Understanding (MOU) with Service Employees International Union (SEIU), Local 221 Housing Authority Agenda Item #1 June 11, 2019

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SDHC – MOU with SEIU Local 221

Overview

- Current three-year MOU with SEIU will expire on June 30, 2019.
- SDHC received a formal request from SEIU on February 25, 2019, to reopen the current MOU.
- SDHC management team representatives identified and designated for negotiations:
 - SDHC Board Action: March 8, 2019
 - Housing Authority Action: March 11, 2019
- SDHC management team representatives received direction for negotiations
 - SDHC Board: March 8, 2019, and April 11, 2019
 - Housing Authority: March 12, 2019



SDHC – MOU with SEIU Local 221

Overview

- SDHC negotiators met with SEIU bargaining team:
 - March 18, 2019
 - April 16, 2019
 - April 30, 2019
- Tentative Agreement signed on April 30, 2019.
- SDHC Board of Commissioners approved the Tentative Agreement on May 3, 2019.
- SEIU ratified the Tentative Agreement on May 20, 2019.



SDHC – MOU with SEIU Local 221

Summary of Proposed Changes

- The Tentative Agreement contains the following essential changes to the MOU:
 - A three-year MOU;
 - Cost of Living Adjustments (COLA) of 3.5% in each of the three years (Article 50); and
 - Increased Health Care Benefits (Article 25) of 8% in each year of the agreement.
- The expected cost to implement these changes is as follows:

	FY2020	FY2021	FY2022
COLA	\$ 905,408	\$ 937,150	\$ 971,539
Flex	320,681	320,681	320,681
Other taxes and benefits *	30,748	61,387	95,060
Fully Burdened Salary	\$ 1,256,837	\$ 1,319,218	\$ 1,387,280

- Additional revisions to Article 5 – Union and Employee Security; Article 7 – Distribution of Union Material; Article 21 – Bilingual Pay, and Article 22 – Uniforms.



SDHC – MOU with SEIU, Local 221

Staff Recommendations

That the Housing Authority take the following actions:

- Approve the proposed Tentative Agreement for a three-year Memorandum of Understanding (MOU) between SDHC and SEIU, Local 221;
- Authorize the President & Chief Executive Officer (President & CEO), or designee, to implement the changes being proposed for represented employees and implement them for the non-represented employees of SDHC as well, as has been the past practice of the SDHC;



SDHC – MOU with SEIU Local 221

Staff Recommendations (Continued)

- 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
- 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.



Questions?

