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

<table>
<thead>
<tr>
<th></th>
<th>Fiscal Year 2023</th>
<th>Fiscal Year 2024</th>
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<tbody>
<tr>
<td>COLA</td>
<td>$1,560,170</td>
<td>$1,310,543</td>
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<tr>
<td>Flex</td>
<td>152,347</td>
<td>156,917</td>
</tr>
<tr>
<td>Other taxes and benefits*</td>
<td>313,904</td>
<td>268,985</td>
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<tr>
<td>Fully Burdened Salary</td>
<td>$2,026,421</td>
<td>$1,736,445</td>
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*Medicare, workers compensation, pension, etc.
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.
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