

MEMORANDUM OF UNDERSTANDING  
BETWEEN  
THE CITY OF SALINAS  
AND  
BLUE COLLAR UNIT  
THE SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 521

---

**SECTION 1 – PREAMBLE**

This Memorandum of Understanding is entered into by the City of Salinas (“City”) and the Service Employees International Union, Local 521 (“Union”) for the Blue Collar Unit (“Unit”). This Memorandum of Understanding applies to all regular personnel in Job Classifications found in Appendix A attached hereto. This Memorandum of Understanding is subject to Sections 3500-3510 of the Government Code of the State of California, otherwise known as the Meyers-Milias-Brown Act (“MMBA”), and the City of Salinas Charter and Municipal Code.

**SECTION 2 - NO ABROGATION OF RIGHTS**

The parties acknowledge that the City rights and employee rights as indicated under Municipal Code Chapter 25, Section 31 and 32, and all applicable State or Municipal laws, the City Personnel Rules and Regulations and Personnel Manual, and the rights of the City Council are neither abrogated nor made subject to the meet and confer process by the adoption of this Memorandum of Understanding. Further, the City and City management reserves all the rights, powers and authority customarily exercised by management except as otherwise specifically designated or modified by express provisions of this Memorandum of Understanding.

**SECTION 3 - PAST PRACTICES**

The parties agree that this Memorandum of Understanding supersedes any past practice covered by this Memorandum of Understanding but does not affect any other written Agreement agreed to by the parties not addressed in this Memorandum of Understanding. Such prior written Agreements shall continue in full force unless they no longer apply.

**SECTION 4 - NO DISCRIMINATION**

The City and the Union will cooperate in pursuing a policy of no discrimination and equal employment opportunity.

A regular employee in this Unit shall have the right to form, join and participate in the activities of employee organizations of the employee's own choosing for the purpose of representation on all matters of employer-employee relations including wages, hours, and other terms and conditions of employment. No such employee shall be interfered with, restrained, coerced or discriminated against by the City or the Union because of his/her exercise of the rights established by law.

## **SECTION 5 – UNION RIGHTS AND RECOGNITION MATTERS**

### **A. Recognition**

Pursuant to Section 3500-3510 of the Government Code of the State of California, and Chapter 25, Section 37 of the Salinas Municipal Code, the City has certified the Union as the recognized employee organization of the representing unit consisting of full time regular employees filling classes found in Appendix A.

The Union has been recognized pursuant to the provisions and limitations of Government code Section 3500 through 3510 and the City Ordinance No. 2000 and Resolution No. 12542 as the recognized employee organization for the bargaining unit assigned to certain classifications designated in Appendix A.

The Union shall have the right to represent said employees in all matters relating to employment conditions and employer-employee relations, including but not limited to wages, hours and other terms and conditions of employment.

### **B. Union Membership**

#### **1. Employee Rights**

- a. The City and the Union recognize the right of an employee to form, join and participate in lawful activities of an employee organization and the equal alternative right of an employee to refuse to form, join and participate in an employee organization. Neither party shall exert pressure upon or discriminate against an employee in the exercise of either of these alternative rights.
- b. Accordingly, membership in a Union shall not be compulsory. An employee has the right to choose either to become a Union member or to refrain from becoming a Union member.

#### **2. Membership**

All Union members who have authorized payroll deductions for payment of Union dues prior to the effective date of this Memorandum of Understanding, and all Union members who establish dues payroll deductions during the term of this Memorandum of Understanding, shall remain members of the Union, provided that Union members on payroll deduction may terminate their authorization for deduction of the Union dues pursuant to the process established by SEIU Local 521, and in accordance with the terms of the employee's written authorization.

#### **3. Dues Collection and Payroll Deductions**

- a. The City agrees to continue to allow Union dues and other mutually agreed upon payroll deductions (for initiation fees, voluntary political contributions, general assessments, or payment of any membership benefit program sponsored by the Union) to be deducted from the pay of employees who voluntarily submit to the Union a written membership application form, or electronically recorded phone call, by submitting an online deduction authorization, or by any other authorized means of indicating

agreement allowable under state and federal law. Such deductions shall be made in a lump sum on at least a monthly basis and shall be so remitted to the Union. The City shall not deny consent for reasonable payroll deductions, nor shall Union unreasonably request payroll deductions.

b. Deductions shall start in the next pay period after the City receives notification from the Union of the authorization. The Union shall indemnify the City for any claims made by an employee for deductions made in reliance on that notification. The City shall transmit payments for such deductions to the Union no later than thirty (30) days after the deduction.

c. Requests to authorize deductions shall be directed to the Union rather than the City. Requests to revoke or change an authorization shall also be directed to the Union rather than the City. The Union shall be responsible for processing these requests. The Union shall notify the City promptly of any new authorization or revocation of authorization. The City shall rely on information provided by the Union regarding whether deductions for the Union were promptly cancelled or changed, and the Union shall indemnify the City for any claims made by an employee for deductions made in reliance on that information.

d. The Union certifies that it has and will maintain individual employee authorizations as of July 1, 2018. The City shall honor the terms of the authorization.

e. The Union agrees to indemnify, defend and hold the City of Salinas harmless due to the implementation and enforcement of this section.

### **C. Union Leave of Absence**

A designated steward or officer of the Union may request a reasonable leave of absence without loss of compensation or other benefits to accept employment with the Union for up to four (4) months per calendar year. The employee must submit the request in writing to the Human Resources Director at least 20 days in advance. The Human Resources Director has discretion to deny the request for leave based on the City's legitimate business needs, including any need to backfill the position. No more than one employee per bargaining unit may take such leave at a time.

The Union shall reimburse the City for all compensation paid to or for the employee during such leave, including wages, benefit costs, payroll taxes, and retirement contributions. The Union shall reimburse the City within 30 days of the City's certification of payment, in accordance with Government Code section 3558.8.

### **D. Union Access**

The City agrees to allow a representative of the Union, including a non-City employee representative or an employee Union official, to visit City facilities for the purpose of conducting Union business, provided that such visit does not in any manner interfere with the City's business or operations and the representative has given advance notice of the visit to the appropriate City management personnel.

**E. Union Representation**

The City agrees to provide for release time for up to four (4) official representatives of the Union for the sole purpose of meeting and conferring with representatives of the City.

**F. Notice of Represented Employees**

The City shall provide the Union with the names and classifications, date of hire, work location, home address, home or cell number, and work and personal email address, if available, of all represented employees. This information may be provided upon written request to the Human Resources Director. The City will provide this information to the Union within 30 days of an employee's date of hire or by the first pay period of the month following hire, and every 120 days.

When a person is hired in one of the Job Classifications represented by the Union, the City shall notify that person that the Union is the recognized employee organization and represents the Unit in employment relationships with the City.

**G. Stewards**

The Union shall be authorized to designate four (4) stewards for the limited purpose of the processing and investigating of grievances; testifying or appearing as the designated representative of the Union in conferences, hearings, or other proceedings before the Public Employment Relations Board, or an agent thereof, in matters relating to a charge filed by the Union against the City or by the City against the Union; or testifying or appearing as the designated representative of the Union in disciplinary appeals or grievance matters before the Grievance Board; and in this connection the stewards shall be allowed a reasonable amount of paid time off for this purpose as long as there is no disruption of work.

A steward must first obtain permission through the steward's immediate supervisor or normal supervisory channels before leaving his/her work or work location. This provision shall be limited to periods of regular hours and excepted from any other times including, but not limited to, overtime. It is further agreed that the City shall not pay stewards for time spent in handling grievances when they are not regularly scheduled to work. Stewards may reasonably use City fax and copy machines, e-mail, and telephones for purposes of contract administration as described in this section, including communication with Management and the Union.

The Union shall notify the City in writing of new stewards as soon as possible.

**H. Public Documents**

The City shall provide a copy of documents and other public materials relating to matters within the scope of representation to the Union upon request. Such materials, including the annual budget, shall be provided free of charge. The City shall comply with Government Code section 6254.3 in responding to third-party requests for information about the bargaining unit names, home addresses, home and cell numbers, birthdates, and personal email addresses.

**I. Use of Bulletin Boards**

The Union may use City bulletin boards in accordance with law under the following conditions:

1. Bulletin boards may be used solely for the purpose of posting or distributing notices or announcements for such things as social events, recreational events, Union meetings, results of Union elections and reports of Union minutes.
2. All materials must identify the Union.
3. Materials that violate City policies and/or the law will be removed; provided, however, the Department Director shall first discuss this removal with the Human Resources Director or his/her designee and the Union.
4. The City reserves the right to determine where bulletin boards shall be placed in consultation with the Union.

**J. Union Orientation**

The City shall allow one steward and one Union representative the final forty-five (45) minutes of the agenda during city-wide scheduled new employee orientation programs to provide information regarding the benefits and obligations of Union membership. The Union may distribute at the orientation information as deemed necessary by the Union. Current employees transferring into a position represented by this Union shall be authorized to attend this portion of the new employee orientation. The Union representative shall not make any comments that malign the City, its employees or its officials. The City shall provide the Union with at least ten (10) calendar days advanced notice of orientations, except that a shorter notice may be provided where there is an urgent need critical to the City's operations that was not reasonably foreseeable. The City shall provide the list of Unit members to the upcoming orientations, with a list of the employee name, classification, date of hire, department and worksite location.

**K. Advance Notice**

The City will provide written notice to, and upon request, meet and confer with the Union at least fourteen (14) calendar days prior to implementation of revised job descriptions for those positions represented by SEIU Blue Collar.

Whenever the City changes personnel rules or personnel policies, or issues new personnel rules or new personnel policies, the Union will be given written notice at least fourteen (14) calendar days, absent emergency, before the effective date of the rule or policy. This notice is provided in order that the Union may meet and confer with the City before the rule or policy becomes effective, if the Union so requests.

## **SECTION 6 - PAY RATES AND PRACTICES**

### **A. Wages**

Wages of classifications in the Unit shall be increased as follows:

1. Three and a half percent (3.5%) effective in the first full pay period following ratification and approval of this Memorandum of Understanding (“MOU”).
2. Three and a half percent (3.5%) effective in the first full pay period in January 2021.
3. Unit members shall receive a one-time \$400 payment in the first full pay period following ratification and approval of this MOU.

### **B. Flexible Compensation Plan**

1. In January 2020, a regular employee in this unit shall receive a Flexible Compensation Plan equal to a total of four percent (4%) of the employee's base salary, which may, subject to administrative direction, be used for employee health insurance premiums, additional life insurance, deferred compensation, flexible leave, or cash.
2. The Flexible Compensation Plan is subject to IRS rules and regulations.
3. Effective beginning in January 2021, no Flexible Compensation Plan benefits will accrue.

### **C. Bilingual Premium**

A premium pay of five percent (5%) of base salary shall be paid to an employee assigned by management to speak and use a language other than English in the course of the employee's duties. This section is subject to administrative direction. Reference Administrative Memorandum 89-03.

### **D. Special Assignment Pay**

The City has established two categories of special assignment pay.

1. Temporary Upgrade Pay (Special Assignment Pay While Working Out of Class). An employee who is assigned by the Department Director to all the duties of a vacant position in a higher classification for a limited duration (up to 960 hours each fiscal year), during recruitment for a regular appointment to the vacant position, while relieved of the duties of the employee's current position, shall receive a ten percent (10%) Temporary Upgrade Pay. Such pay shall start on the first day of assignment and be based on the employee's established base salary. Requests for Temporary Upgrade Pay must be submitted to the Human Resources Director within the pay period in which the special assignment was worked. The determination of special assignment pay is at the discretion of the Department Director or designee.

2. Special Assignment Pay While Performing Additional Responsibilities. An employee who is assigned by the Department Director a significant increase in duties and responsibility in his/her classification may receive a ten percent (10%) special assignment pay. Such pay is authorized on recommendation of the Department Director with approval of the City Manager. It may be paid for special assignments of not less than two (2) weeks nor more than three (3) months duration. The City Manager may approve additional special assignment pay beyond three (3) months for exceptionally difficult long-range assignments.

**E. On-Call Pay**

The City shall provide compensation at the flat rate of \$225 per workweek that an employee is assigned to be on an "on call status" and is expected to be available for work. On call personnel will be selected preferably from volunteers.

Selection will be made by the section supervisor. Such selection is subject to the approval of the Department Director or designee. Personnel selected must, in the opinion of the supervisor, be qualified to perform all emergency tasks required. In the event there is not a sufficient number of volunteers, qualified employees will be selected generally by rank and seniority, more junior employees selected first. Selected employees will generally remain on call for a period of two (2) weeks; such period to coincide as nearly as possible with that of a bi-weekly pay period. On call assignments shall be rotated by seniority among qualified workers in each section that requires workers to remain on call. Departments may adopt rules and procedures implementing on call policy.

**F. Differentials**

An employee assigned by management to perform specific duties as established by management shall receive additional compensation as follows:

1. chipper operation - 5% (non-forestry division personnel only)
2. tree trimming - 5% (for employees not regularly assigned to tree crews while using an aerial lift and pneumatic or hydraulic pruners in the trimming of trees over ten (10) feet in height in emergency situations).
3. hazardous conditions differential – 5% (Hazard premium pay of 5% may be provided to employees who are requested to work in conditions that are unusually hazardous due to factors such as extreme weather or major incidents. This pay applies to hours when the employee is actually performing duties in such hazardous conditions. Authorization for such pay is within the sole discretion of the Department Director or designee.)

The premium pay shall be for all hours actually assigned.

**G. Night Shift Differential**

A shift differential in the amount of five percent (5%) of base pay will be paid to Unit employees who are routinely and consistently assigned to work a shift in which the employee is on-duty between midnight and 2:00 AM. Being on-duty includes those employees whose shift either

ends or begins between midnight and 2:00 AM.

**H. U.S.A. Electrical Differential**

All employees outside of the Facilities Maintenance Group who are assigned to perform U.S.A. electrical markings, which is beyond the scope of their classification, shall receive a five percent (5%) differential on an hourly basis for any and all hours while so assigned and actually worked.

**I. Educational Incentive**

1. Mechanic Certificate

The City will provide a 2.5% premium pay for mechanics who obtain and maintain a National Institute of Automotive Service Excellence (NIASE) certificate.

The City will provide a 1% premium pay for mechanics who obtain and maintain an Emergency Vehicle Technician certificate in any pay period in which the mechanics are required by management to service Fire Department emergency vehicles.

2. Wastewater Certificate

The City will provide a 0.5% premium pay for Wastewater Operators who obtain and maintain a Wastewater Treatment Plant Operator Certificate for each grade (Grade I, II, III, IV, and/or V), up to 2.5%, through the State Water Resources Control Board Office of Operator Certification.

The City will provide a 1% premium pay for employees who obtain and maintain a Qualified Applicators Certificate (QAC) in any pay period in which the employees are required by management to apply pesticides.

3. These premiums will be discontinued upon expiration of certification unless timely proof of recertification is submitted.

**J. No Pyramiding**

Compensation shall not be paid for more than one differential for the same hours and/or shift; the highest applicable differential shall be paid.

**K. Longevity Pay**

Employees who have attained twenty (20) years of regular service with the City of Salinas shall permanently receive a longevity pay incentive of an additional five percent (5%) base salary in recognition of their time in service.

**L. Special Class Driver's License Pay for Commercial Driver's License**

All employees who hold a valid California Commercial Driver's License Class A or Class B and maintain a valid Medical Examiner's Certificate shall receive an additional five percent



(5%) base salary as special class driver's license pay. Any employee's loss of a valid Commercial Driver's License or expiration of a Medical Examiner's Certificate will result in an automatic removal of this five percent (5%) pay. Timely proof of recertification must be submitted to Human Resources.

## **SECTION 7 - BENEFITS**

### **A. Health, Dental, and Vision Plan**

#### **1. Dental and Vision Premiums**

- a. The City will pay the full amount of premiums for dental and vision plans for employee and eligible dependents for employees in regular, full-time positions (40 hours per week).
- b. The City will pay the full amount of premiums for dental and vision plans for the employee only for employees working in budgeted regular, part-time positions.

#### **2. Health Premiums**

- a. Beginning in the first full pay period following ratification and approval of this MOU, regular, full-time employees (based on level of coverage selected by the employee) and regular, part-time employees (with employee only coverage) shall contribute an amount toward monthly health premiums equal to five percent (5%) of the premium for the PERS Choice health plan and not to exceed the following amounts:
  - i. Employee only: \$47 per month
  - ii. Employee plus one: \$90 per month
  - iii. Employee plus family: \$120 per month.
- b. The employee shall pay for premium costs, as indicated above, through payroll deductions.

#### **3. Premiums for Employee on Disability Leave**

The City shall pay the City's portion of the health insurance premium, to the extent required by law, for an employee who is on approved medical leave.

#### **4. Retiree Participation**

Employees who retire from the City and qualify as "annuitants" under the California Public Employees' Medical and Hospital Care Act (PEMHCA) are enrolled by CalPERS in the applicable group health plan as a retiree, and must enroll in Medicare at age 65 or as soon as they become eligible.

5. **Safety Eyewear**

The City shall provide, on an annual basis, prescription safety eyeglass protection to all unit members on the urban forestry tree trimming crews, wastewater crews, and fleet equipment maintenance shops as individuals may require. Additionally, individual unit members outside of these specific classifications as listed above, may also be eligible for this benefit subject to the determination of the City. The City will also determine the type of frame to be used as the standard issue.

**B. Long Term Disability**

The City shall contribute to the City sponsored Long Term Disability Plan the full cost of the monthly benefit premium.

**C. Life Insurance**

The City shall provide \$50,000 of term life insurance for each regular employee represented in this unit.

**D. Uniform Allowance**

1. The City shall provide five (5) uniform shirts and/or pants at hire and each twelve (12) months thereafter (on or about the anniversary of hire) to each employee in the classification that is listed on the Human Resources Director's list of authorized classifications.
2. The City shall provide laundry service on a weekly basis or as reasonably needed for maintenance of uniforms.
3. The City shall pay a footwear allowance of two hundred fifty dollars (\$250) per calendar year to each employee in a classification that is listed on the Human Resources Director's list of authorized classifications, to be used for purchase of footwear approved by the department.
4. The City shall provide employees with attire for inclement weather (hats and rain gear) as needed upon request.

**E. Tuition Assistance**

An employee shall be allowed up to one thousand dollars (\$1000) per calendar year for tuition and books on a reimbursement basis upon successful completion of an approved (by the Department Director and the Human Resources Director) course of study and/or individual courses. Eligible courses are defined as costs for classes which meet the following criteria:

- Approval is obtained prior to attending class
- Are directly related to an employee's job duties
- May be related to a City promotional opportunity
- Receive college units, CEU credit, or are presented by a bona fide, recognized firm or

- training institution with direct knowledge of an experience in the curriculum offered
- For which class and study time are outside of the employee's work hours
- For which successful completion (academic grade of C or better or a certificate of completion) is provided.

Reimbursement will not be made without such documentation.

Reimbursement for training classes, seminars and workshops which are not part of an academic course of study is limited to the cost of registration only. Expenses for lodging, meals, travel and other related expenses are not reimbursable under this program. Expenses for books, class fees, and/or class supplies for college classes which are part of an approved academic course of study will be eligible for reimbursement under this program.

**F. Retirement Benefit**

1. New York Life Participants & PERS Classic Employees

Employees covered by the PERS retirement program shall pay two and one-half (2½) percent of salary as the “employee-paid” contribution to the retirement program. The City will contribute four and one-half (4½%) percent of the employee retirement contribution for the duration of this agreement. Employees in New York Life Retirement will make no employee contribution.

Employees enrolled in the New York Life Retirement Program are eligible for retirement calculation based upon the single highest year of earnings.

Employees enrolled in PERS retirement are eligible for two percent (2%) at age 55. Retirement calculation will be based upon the single highest year of earnings.

2. PERS New Members

The formulas above do not apply to employees who are defined as “new members” under the Public Employees’ Pension Reform Act of 2013 (“PEPRA”). New members under PEPRA are subject to all applicable PEPRA provisions, including the 2% @ 62 formula. Retirement calculation will be based upon the highest consecutive three-year average of earnings or as otherwise provided by law. Each new member will contribute 50% of the normal cost of his/her benefit as determined by CalPERS.

**SECTION 8 - LEAVE PROVISIONS**

**A. Holidays (8 hours per day)**

1.	<b>Fixed Holidays</b>	<b>Date</b>
	New Year's Day	January 1
	Martin Luther King Jr.	Third Monday in January
	Lincoln's Birthday	February 12
	President's Day	Third Monday in February
	Memorial Day	Last Monday in May

Independence Day	July 4th
Labor Day	First Monday in September
Veterans Day	November 11
Thanksgiving Day	Fourth Thursday in November
Friday after Thanksgiving	Day after Thanksgiving
Christmas Eve	December 24
Christmas Day	December 25

- Two (2) floating holidays in 2020. Effective beginning in January 2021, no floating holidays will accrue.
- Every day appointed by the President or Governor for a public day of mourning, thanksgiving, or holiday, when ratified by the Mayor or the Salinas City Council.

**B. Annual Leave**

1. Annual Leave shall be as provided in Section 11.4 of the Personnel Manual. Benefit is calculated at an 8-hour day.

1st through 5th year	22 days per year	6.77 hours/pay period
6th through 10th year	27 days per year	8.31 hours/pay period
11th through 15th year	29 days per year	8.92 hours/pay period
16th through 17th year	30 days per year	9.23 hours/pay period
18th through 19th year	31 days per year	9.54 hours/pay period
20th through 24th year	32 days per year	9.85 hours/pay period
25th through retirement	33 days per year	10.15 hours/pay period

Employees in the Unit are eligible for the Annual Leave Buyback Program provided for in Section 11.4(E) of the City Personnel Manual.

- Effective in January 2021, an additional 62 hours of annual leave will accrue incrementally over the course of a year.
- Effective in the first full pay period of January 2022, the maximum annual leave accrual cap per employee shall be 692 hours. An employee who reaches the maximum annual leave accrual cap will not accrue additional annual leave until the annual leave balance is below the maximum accrual cap.
- Employees with fewer than 20 years of regular service may cash out up to 80 hours of accrued annual leave per calendar year, and employees with at least 20 years of regular service may cash out up to 120 hours per calendar year.

**C. Bereavement Leave**

Employees represented by the Union shall be entitled to four (4) days of leave with pay for the death of a family member. Up to five (5) days of leave with pay may be authorized to an employee who travels out of the state to attend the funeral of the deceased family member. All provisions of the Personnel Manual regarding Bereavement Leave (Section 11.9) shall apply. Registered Domestic Partners will be recognized. Family member includes:

Husband	Mother-in-Law	Step-Child
Wife	Father-in-Law	Step Brother/Sister
Father	Sister-in-Law	Step-Mother
Mother	Brother-in-Law	Step-Father
Child	Legal Guardian	Step-Mother-in-Law
Brother	Sister	Step-Father-in-Law
Grandparent	Grandchild	Aunt
		Uncle

#### **D. Family & Medical Leave**

In accordance with the California Family Rights Act and the Federal Family and Medical Leave Act, the City of Salinas Family & Medical Leave Policy is detailed in the Administrative Memorandum 94-1, as amended. The City agrees to provide leave benefits in accordance with the Healthy Workplaces, Healthy Families Act of 2014, and any other applicable laws.

### **SECTION 9 - WORKING CONDITIONS**

#### **A. Grievance Procedure**

The Grievance/Disciplinary Action Appeal Procedure for employees in this unit is set forth in the Personnel Manual. No employee shall suffer retaliation resultant from use of this Procedure.

The Employee Grievance Procedures/Disciplinary Action Appeal process shall be amended so that the Grievance Board shall be composed of one (1) representative selected by the City and one (1) representative selected by the Union. The third (3<sup>rd</sup>) member of the Board shall be selected by the two seated grievance board members from a list of seven arbitrators provided by the State Mediation and Conciliation Service. In the alternative, the grievance board may direct the parties to select the third (3<sup>rd</sup>) member arbitrator by alternately striking names from the list provided by CSMCS. All costs associated with the services of the third (3<sup>rd</sup>) member shall be shared equally by the City and the employee.

#### **B. Performance Evaluations**

An employee who does not agree with the overall rating which he/she receives on his/her written performance evaluation shall discuss and attempt to resolve the differences with his/her immediate supervisor.

If discussion with his/her immediate supervisor does not result in resolution of the differences, the employee may file a written request to meet with the next level of management. Said request shall state the unresolved issues and the specific changes in the written performance evaluation which the employee is seeking. The appropriate manager shall meet with the employee to discuss the unresolved issues.

If the issues are not resolved to the employee's satisfaction following discussion with the appropriate manager, the employee may within ten (10) working days file a written request for a meeting with the Department Director. Within ten (10) working days of the receipt of a written request stating the unresolved issues and the desired changes in the written performance evaluation, the Department Director shall meet with the employee to discuss the issues. Within

ten (10) working days of said meeting, the Department Director shall respond in writing to the employee. The decision of the Department Director shall be final and not subject to the grievance procedure.

Performance evaluations will include notations of the employee's significant extra efforts, job related training, commendations and all positive written input.

The parties agree that changes to this section made by mutual agreement during the term of this agreement shall be incorporated.

### **C. Probationary Review**

Probationary employees shall have the right to request and receive administrative review of any suspension, demotion, or discharge taken during probation. Such review must be requested in writing within ten (10) working days of the effective date of the disciplinary action or it is waived. The request for review shall be made to the Human Resources Director or his/her designated representative who shall review the matter within five (5) days of the request. The findings of the Human Resources Director or his/her designee shall be final. This provision is subject to the Personnel Rules and Regulations and the Personnel Rules and Regulations shall supersede this section.

### **D. Overtime**

#### **1. Definition**

Overtime will conform with FLSA and the Personnel Manual. The City will pay overtime (in cash or time off subject to administrative rules) after forty (40) hours of continuous at work assignment or paid leave in any one work period.

A unit employee required to work beyond his/her regularly scheduled work shift of either eight (8) or ten (10) hours per day, shall be compensated at time and one-half (1 1/2) for the excess hours worked. Overtime calculations shall include all leave time, (including, but not limited to annual leave, bereavement leave and compensatory time off) which shall be considered part of the employee's workweek.

#### **2. Distribution**

It is the policy of the Public Works Department to provide opportunities for overtime to all employees on an equal basis except when special job class needs apply and in accordance with the following guidelines:

Overtime work will be made available on a rotating basis among all Environmental and Maintenance Services Division employees. Management personnel will maintain a roster and will rotate overtime opportunities to each person on the roster subject to employee availability or appropriate job class, appropriate skill(s), or appropriate job site needs. The roster will be in order of seniority with the most senior employee in each needed job class, skill(s), or job site being offered the overtime opportunity first. If an individual is unable or unwilling to work overtime, it will be considered that the employee has passed up the employee's overtime opportunity and the overtime

opportunity will go to the next individual on the roster. After three (3) turndowns, management has the authority to assign overtime as it sees fit for that singular assignment.

3. **Holiday**

Any represented employee shall be entitled to compensation at one and one-half (1½) times his/her normal hourly rate for any regularly scheduled work which occurs on a City recognized holiday. Compensation may be taken as either compensatory time off or salary with the approval of the employee's department.

4. **Call Back**

When an employee is called back to work on other than a scheduled basis, such employee shall be paid at one and one-half (1½) times the established rate of pay for the hours worked, but in no event for less than two (2) hours.

**E. Work Schedule Change**

The City agrees to provide two (2) working days advance notice of shift changes. This section does not limit the City's right to make shift changes without two (2) working days notice in case of emergency or operational necessity as defined by management. The City shall provide time and one-half for hours worked prior to their regularly scheduled shift or after their regularly scheduled shift for the first three consecutive workdays when a shift is changed without two working days notice.

**F. Split Weekends**

The City will review with the affected employee(s) the weekend schedules at City parks in an attempt to accommodate the employees' scheduling preferences. In the event employee preferences cannot be accommodated, weekend work shall be assigned after consideration of appropriate job skills, seniority, past weekend service and the needs of the City. In the event that future Park work groups are similarly affected, the same consideration shall apply. Other options shall be considered at the employee's request.

**G. Mechanic's Tools**

No employee shall be required as a condition of employment to use his or her own tools on the job. The City shall supply and maintain all tools as are necessary to do the work.

**H. Respirators & Personal Protective Equipment**

The City shall continue to provide respirators and other personal protective equipment in accordance with Cal/OSHA requirements.

**I. Tree Crew Assignment**

The City shall not assign a tree crew employee to work "out of bucket" on a continuous basis in the event that the employee requests an alternate assignment due to fatigue caused by such

work.

A tree crew employee, who has been working "out of bucket" may request an alternate work assignment due to physical fatigue which may be caused by such work.

If such request(s) occur with any regularity, the City continues to have the right to reassign/reclassify the employee subject to availability of any alternative position for which the employee is qualified. If no such alternative position is available the City has other rights to exercise.

**J. Contracting Out**

The City agrees to meet and consult with the Union at least ten (10) working days in advance on the impact of the issue of contracting out for services which would displace currently employed personnel. "Displace" is defined as termination due to lack of work or downward reclassification due to lack of work.

The City reserves the right, after meeting its obligations under law, to contract out any or all services currently performed or to be performed in the future. However, during the term of this Agreement no incumbent bargaining unit employee shall be laid off due to City-initiated contracting out.

**K. Work Alternative Crew Program**

An employee will not be required to supervise workers who are not City employees unless in the position of Alternative Work Crew Coordinator specifically designated for, and trained in, supervision for the work alternative program.

The following working conditions shall apply:

1. The lunch period of the supervisor will not be interrupted, or the time usually given for the lunch period shall be compensated at the appropriate pay rate.
2. No crew shall exceed five (5) workers.
3. Work crew assignments shall be limited to the following areas and activities:
  - a. Weed and litter removal.
  - b. Washing City vehicles.
  - c. Custodial duties at the City Corporation Yard.
  - d. Moving City owned property (e.g. auction support, furniture moving).

During the term of this Agreement, no incumbent bargaining unit employee will be laid off because of alternative work crew.

**L. Alternate Hours of Work Policy**

During the term of this Memorandum of Understanding, the City shall work with the Union to develop an Alternate Hours of Work Policy within the following parameters:

1. City work flow or output shall not be impaired in any way.



2. The City will attempt to accommodate the employee's needs, i.e., request will be evaluated on a case-by-case basis.
3. A supervisor shall not be able to work alternate hours if it results in a subordinate being unsupervised at any time.

**M. Contingent Workforce**

City and Union agree that there will be no contingent workforce additions that would result in layoffs of incumbent bargaining unit employees.

**N. Compensatory Time**

Accumulation of compensatory time, in lieu of overtime compensation, shall be limited to eighty (80) hours, with full buy-out at the appropriate rate of pay upon separation of employment with the City.

**SECTION 10 - COMMITTEES**

**A. Health Care Cost Containment Committee**

The City and the Union agree to meet to discuss alternative healthcare options that may benefit City employees and the City once per year or more often as mutually agreed. The parties agree to utilize the health care cost committee to evaluate and discuss health care costs for the City and plan options in anticipation of bargaining in 2023.

**B. Safety Committee**

The City and the Union shall cooperate in pursuing safe working practices. In the interest of increasing safety within City operations and consistent with existing City policy, the Union may appoint one member to serve on any Safety Committee within the scope of Union representation. The rotation policy (six month rotation, 1 year term) shall apply. Recommendations of the Safety Committee shall be referred to the City Manager for review and action if deemed appropriate by the City Manager.

The purposes of the Safety Committee are as follows:

1. To review accidents which occurred since the last meeting of the Safety Committee and to recommend corrective action.
2. To develop and implement an accident prevention program.
3. To develop and implement a recognition program for personnel who achieve accident free records or who make significant contributions to the Safety Program.
4. To serve as Liaison between management, the Safety Committee, and the work-group members and provide a conduit of information about safety.
5. To discuss safety before an accident occurs instead of after the accident.

The Safety Committees will meet at least quarterly and will provide copies of the minutes of each meeting to the City Manager.

**C. Deferred Compensation Committee**

The City's Deferred Compensation Committee shall include one (1) employee designated by SEIU. The designated employee must be a participant in the City's Deferred Compensation Program.

**D. Labor-Management Committee**

The City will work with the Union through the existing Labor-Management Committee to continue dialogue on budget and finance issues affecting City operations and Union represented personnel. The parties agree to meet and discuss any and all negotiable options to achieve savings and efficiencies in the likely event of a budget shortfall. Furthermore, the parties agree to meet and confer in good faith on all changes within the scope of representation including wages, hours and working conditions.

**E. Career Development Day**

Effective January 2008, one (1) day per calendar year shall be designated for career development, which shall be used to provide on-the-job training and cross-departmental training opportunities for all bargaining unit employees. Within ninety (90) days following ratification and approval of this Agreement, a committee comprised of representatives from the City and the Union shall meet and make recommendations for a curriculum of different training modules to be offered during the Career Development Day.

**SECTION 11 - STUDIES**

**A. Reorganization**

City will discuss reorganization plans and recommendations with Union prior to submission of recommendations to City Council. During the term of this Agreement, any incumbent bargaining unit employee whose compensation would be negatively impacted because of reorganization(s) shall have his/her total compensation package Y-rated.

**B. Total Compensation Study**

The parties agree to utilize the labor management committee for the purpose of reviewing one classification in the Blue Collar Unit that may be below market and is impacting recruitment, retention and turnover. When reviewing comparable jurisdictions, the parties agree to include agencies with comparable population size and median home prices. The parties shall mutually agree on the classification to review.

**SECTION 12 - MISCELLANEOUS**

**A. Savings Clause**

If any article or section of this Memorandum of Understanding should be found invalid, unlawful or unenforceable by reason of any existing or subsequent enacted legislation or by

judicial authority, all other articles and sections of this Memorandum of Understanding shall remain in full force and effect for the duration of this Memorandum of Understanding. In the event of invalidation of any article or section, the City and the Union agree to meet within thirty (30) days for the purpose of meeting and conferring upon said article or section.

**B. Accommodations for Employees with Disabilities**

Employees with disabilities may request reasonable accommodations under state and federal law.

**C. Crew and Seniority Lists**

The City will provide the Union with quarterly crew lists at the beginning of each quarter and with annual seniority lists during the month of January of each year.

**D. Catastrophic Leave Plan**

As listed in the attached Appendix B.

**E. Safety for Employees**

The City will provide procedures and training for responding to threats to the safety of employees for all work locations. This shall include coverage of emergency evacuation plans. These issues may also be discussed in the safety committee meetings.

**SECTION 13 - PROHIBITION OF JOB ACTION**

**A. Prohibition of Job Action**

Notwithstanding any other provisions of this Memorandum of Understanding (MOU), City rule, regulation, ordinance, past practice or policy to the contrary, both parties to this MOU and each employee in a classification represented by the Union agree that:

1. An employee who engages in any prohibited or unlawful concerted activity or any type of job action which results in less than the full and faithful performance of the duties of employment shall not be entitled to any wages or City-paid benefits whatsoever for the period of the job action. Prior to implementing this provision by adjusting an employee's paycheck, the City shall give reasonable notification to an employee and opportunity for the employee to respond in writing. Employees shall have no right to appeal pursuant to the Personnel Rules and Regulations, any action by City in implementing this provision.
2. In addition to the administrative adjustments agreed to hereinabove, the City reserves the right to take appropriate disciplinary action for such job action including, but not limited to, discharge.
3. If the City Council, by majority vote, determines to its satisfaction that Subsection A hereinabove has been violated by the Union or an employee, the City may take such

action(s) as it deems appropriate including, but not limited to, the actions set forth hereinabove as to an employee and termination of Section 5 of this Memorandum of Understanding as to the Union.

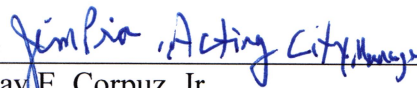
4. The Union, its representatives, and represented City employees shall comply with the provisions of this MOU and shall make at least supererogatory efforts toward convincing all employees in this unit to fully and faithfully perform their duties.
5. In the event of any activity prohibited by this section, the Union, its representatives, and represented City employees agree to take any appropriate steps necessary to assure compliance with this Memorandum of Understanding.
6. The City agrees that there will be no lockout of represented employees during the term of this MOU.

#### SECTION 14 – TERM

The term of this Memorandum of Understanding shall commence on May 1, 2020, and shall expire on June 30, 2023, except as otherwise provided in this Memorandum of Understanding.


DATED October 1, 2020

CITY OF SALINAS

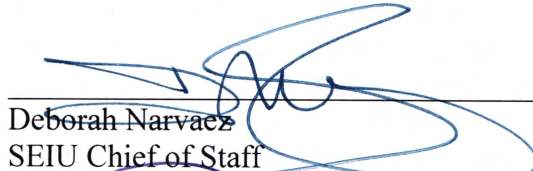
  
Ray E. Corpuz, Jr.  
City Manager


DATED September 19, 2020

SEIU BLUE COLLAR UNIT

  
Ulises Carrango  
Vice President

  
Frank Aguilar

  
Deborah Narvaez  
SEIU Chief of Staff

  
Miesha Brown  
SEIU Lead Internal Organizer

**SEIU Blue Collar Unit Classifications**

Airport Operations Supervisor  
Community Facilities Services Worker  
Equipment Inventory Tech  
Equipment Mechanic I  
Equipment Mechanic II  
Equipment Operator  
Facilities Maintenance Mechanic  
Facility Maintenance Worker  
Graffiti Abatement Worker  
Alternative Work Crew Coordinator  
Motor Sweeper Operator  
Neighborhood Services Worker  
Park Maintenance Worker  
Public Safety Facilities Worker  
Public Service Maintenance Worker I  
Public Service Maintenance Worker II  
Public Service Maintenance Worker III  
Public Service Maintenance Worker IV  
Pump Maintenance. Mechanic  
Senior Airport Technician  
Senior Vehicle Maintenance Assistant  
SL/Traffic Signal Tech  
Sr. Community Facilities Services Worker  
Sr. Facility Maintenance Mechanic  
Sr. Urban Forestry Worker  
Urban Forestry Worker I/II  
Sr. Vehicle Maintenance Assistant  
Wastewater Operator

**Catastrophic Illness Leave Donation Program**

A catastrophic illness or injury is one which is expected to incapacitate a regular employee or immediate family member (as defined under the FMLA) for an extended period of time, and which creates a financial hardship because the employee has exhausted all of his/her accumulated leave. An employee may be paid under this Catastrophic Illness Leave Donation Program until donated hours run out for either his/her own catastrophic illness or to care for a qualified family member.

The Catastrophic Illness Leave Policy shall allow an employee who is on Family and Medical Leave to request donations of paid leave from fellow SEIU Union employees.

Conditions

1. Conditions under which leave credits may be donated to a time bank:
  - a. An employee may donate annual leave or sick leave.
  - b. The minimum donation of leave time is four (4) hours.
  - c. The donation of leave hours is irrevocable. Unused hours stay in time bank unless program terminates.
  - d. The recipient, in accordance with regulations of the Internal Revenue Service and Franchise Tax Board, shall pay state and federal income tax on the value of leave donated.
  - e. Leave shall be converted to its cash value at the time donated at the donor's base hourly rate and deposited into the Leave Bank. It shall then be credited to the recipient in equivalent hours figured at the recipient's base hourly rate at the time the leave is used.
  
2. Conditions under which leave credits in a time bank may be used:
  - a. The affected employee shall provide verification of the illness or injury from an attending physician.
  - b. Time off beyond that which is provided under FMLA must be approved by the City Manager.

Implementation Steps to Establish a Time Bank

1. The SEIU Leave Bank Committee shall:
  - a. Establish and administer the Leave Bank.
  - b. Require employee's donations be made directly to the SEIU Leave Bank Committee and/or SEIU President to ensure that the employee's decision to donate or not to donate is kept confidential.
  - c. Immediately investigate any allegations of pressure or coercion in the solicitation of donations for the Leave Bank, and take appropriate action to eliminate such pressure or coercion.
  - d. In the event the employee's qualified family member passes away, the SEIU Leave

- Bank Committee may extend the leave time beyond one (1) additional pay period, after bereavement leave is used, if approved by the City Manager.
- e. Require proof of eligibility from the employee benefiting from the Leave Bank, as well as a signed agreement allowing publicizing of the employee's situation.
  - f. Reach agreement between the employee benefiting from the Leave Bank and the SEIU Leave Bank Committee and/or SEIU President on the content of the in-house publicity.
  - g. Publicize the establishment of the Leave Bank Program.
  - h. In cases of denial, convene a review panel that shall be comprised of two SEIU Leave Bank Committee representatives, the affected employee and a Volunteer representative from the employee's department.
  - i. Review all donations for compliance with this policy.
  - j. Notify the recipient that he/she is using donated leave hours.

2. The Finance Department shall:

- a. Advise the SEIU Leave Bank Committee and/or SEIU President as to the established payroll guidelines and require that the donation information be submitted in accordance to these schedules.
- b. Make appropriate payroll and leave balance adjustments for both the recipient and the donor.
- c. Convert all donated hours into dollars at the hourly rate of the donor at the time the hours are donated, and then credit the recipient in equivalent hours at the recipient's base hourly rate at the time used.

The SEIU Leave Bank Committee and/or SEIU President and the Finance Department shall keep track of all hours donated and used in the Leave Bank Program. If the SEIU Leave Bank Committee and/or SEIU President agrees to terminate this program, any hours left in the bank shall be credited to the donor on a prorated basis.

The Finance Department, Human Resources Department and the SEIU Leave Bank Committee and/or SEIU President reserve the right to modify this program once it has been established to correct any procedural errors or issues.