

**MEMORANDUM
OF
UNDERSTANDING**

BETWEEN

SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 1021

AND

THE HOUSING AUTHORITY OF THE COUNTY OF ALAMEDA

July 1, 2025 – June 30, 2028

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**MEMORANDUM OF UNDERSTANDING
BETWEEN THE HOUSING AUTHORITY OF THE COUNTY OF
ALAMEDA
AND
UNITED SERVICE EMPLOYEES, LOCAL 1021**

This Memorandum of Understanding (MOU) is entered into by the Housing Authority of the County of Alameda, said political subdivision hereafter designated as HACA, and the United Service Employees, Local 1021 of the Service Employees International Union, AFL-CIO hereafter designated as "Union" as a recommendation to the Housing Authority of the County of Alameda Housing Commission of those conditions of employment which are to be in effect during the period of July 1, 2025 to and including June 30, 2028 and for those employees working in representation units referred to in Section 1.

SECTION 1. RECOGNITION

- A. The Housing Authority recognizes the Union as the exclusive bargaining representative for all full-time employees working in classifications included in the Bargaining Unit as specifically enumerated in the Salary Schedule and to any other classifications which may be established substantially within the scope of the duties now included within these classifications. The representation of the Housing Authority and Unions shall meet for the purpose of assigning any other newly-created classifications to the appropriate bargaining units within thirty days after creation. Such placement shall be by mutual consent. In case of disagreement, an arbitrator shall decide the matter.
- B. In disputes between the Housing Authority and the Union over the assignment of newly created classifications to appropriate bargaining units, the arbitrator shall decide the matter on the following basis:
1. The arbitrator shall reject any claim by the Union to any newly created classification whose duties are substantially within scope of:
 - (a) Management designated classifications; e.g. project specialists, management specialists, administrative interns or other administrative classifications, or
 - (b) Classifications represented by other employee organizations.
 2. The arbitrator shall reject any claim of the Union to any newly created classification which is other than full-time permanent or probationary unless the employees in such status have previously voted to be represented by the Union.
 3. The arbitrator shall determine any dispute over whether or not the scope of duties of a newly created classification is substantially within the scope of duties now included within an SEIU represented classification or if a newly created

classification is without clear recent precedent in the Housing Authority service, whether or not the duties of such classification are, in general character, similar to those within SEIU represented units provided, however, that the arbitrator shall have no power to assign a supervisory classification, as defined in the Meyers-Milias-Brown Act to a non-supervisory bargaining unit represented by the Union. In case of an arbitration involving classifications without clear recent precedent in the Housing Authority service, the arbitrator shall receive as relevant evidence the views of affected employees.

4. In the resolution of disputes arising from this Section 1., the provisions of Section 20. F. of the Memorandum of Understanding shall apply to the selection of an arbitrator.

SECTION 2. NO DISCRIMINATION

A. DISCRIMINATION PROHIBITED.

No employee shall be appointed, reduced, or removed, or in any way be favored or discriminated against because of political or religious opinions or affiliations, or because of racial or national origin; and to the extent prohibited by law, no person shall be discriminated against because of age, sex or physical disability.

B. NO DISCRIMINATION ON ACCOUNT OF UNION ACTIVITY.

Neither HACA nor employee organizations shall interfere with, intimidate, restrain, coerce, or discriminate against employees because of the exercise of rights to engage in Union activity, or, except as provided in Section 3. herein, because of the failure to exercise rights to engage in Union activity.

SECTION 3. NEW EMPLOYEE ORIENTATION AND EMPLOYEE INFORMATION

A. NEW EMPLOYEE ORIENTATION MEETINGS.

All newly hired bargaining unit employees attend a new employee orientation meeting. In full satisfaction of California Government Code Section 3556 (both current and effective June 30, 2027), the Authority will provide up to thirty minutes of paid time during new employee orientation meetings for the Union to meet in private with new employees. New employee orientation meetings will occur within thirty calendar days of each employee's first day of employment at the Authority. The Authority will provide the Union's designated Business Agent at least ten calendar days' notice, unless provided otherwise by law, via electronic mail of the date and location of new employee orientation meetings and the Union's time slot for its private meeting.

B. NEW EMPLOYEE INFORMATION.

In full satisfaction of California Government Code Section 3558, the Authority will provide the following information to the Union via electronic mail concerning new employees

within thirty calendar days of each employee's first day of employment at the Authority: (1) employee's first and last name, (2) job title, (3) department, (4) physical work location, (5) work telephone number, (6) home telephone number (if known), (7) personal cellular telephone number (if known), (8) personal electronic mail address (if known), and (9) home address. This list will automatically change to match any future changes to applicable law.

SECTION 4. UNION BULLETIN BOARD, MEETINGS, & ACCESS TO EMPLOYEES

A. BULLETIN BOARDS.

Reasonable space shall be allowed on bulletin boards as specified by the Executive Director for use by employees and Union to communicate with departmental employees.

Material shall be posted upon the bulletin board space as designated, and not upon walls, doors, file cabinets or any other place. Posted material shall not be obscene, defamatory, or of a partisan political nature, nor shall it pertain to public issues which do not involve the Housing Authority employees. All posted material shall bear the identity of the sponsor, shall be neatly displayed, and shall be removed when no longer timely. The Union shall bear the responsibility for informing its members of this provision.

B. USE OF HOUSING AUTHORITY FACILITIES.

Housing Authority facilities may be made available upon timely application for use by off-duty employees and the Union. Application for such use shall be made to the management person under whose control the facility is placed.

C. JOB CONTACTS.

Any authorized representative of the Union shall have the right to contact individual employees working within the representation unit represented by his/her organization in Housing Authority facilities during business hours on matters within the scope of representation, providing prior approval has been received for each such contact from the Executive Director or his/her designated representative. Permission for such contacts shall be granted not later than the end of the next workday after such request has been made, if in the judgment of the Executive Director or his/her designated representative, it will not disrupt the business of the work unit involved. When contact on the work location is precluded by confidentiality of records, or of work situation, health and safety of employees or the public, or by disturbance to others, the Executive Director or his/her representative shall make other arrangements for a contact location removed from the work area during the same work day or the following work day.

D. MEETINGS.

Meetings of a representative of a recognized employee organization and a group of employees shall not be permitted during working hours, except as provided in Section 20. hereof. The Executive Director or his/her designated representative may, upon timely application, allow meetings of a representative of a recognized employee organization and a group of employees during the lunch period in Housing Authority facilities and at

convenient dates. No contacts shall be permitted during working hours with employees regarding membership, collection of monies, election of officers, or other similar internal employee organization business.

E. DEPARTMENTAL MEETINGS.

Unless otherwise agreed, representatives or employees of employee organization shall not be permitted to attend meetings or conferences called by departmental personnel to attend to matters arising out of the normal course of departmental activities.

As used herein, departmental meetings shall not include meetings between management and affected employees on matters mutually acknowledged to be submitted under Section 20. - Grievance Procedure.

F. SHOP STEWARD SIGNS.

Shop stewards may identify themselves by use of an appropriate sign or placard so long as the sign or placard is no larger than four (4) inches by twelve (12) inches.

G. ACCESS TO RECORDS.

Union representatives shall be permitted to review employee records when accompanied by the employee or upon presentation of a written authorization signed by the employee. The Housing Authority may verify any written authorization. The Union's access to employee records shall be for good cause only. Third party reference material shall not be made available.

H. DATA TO UNION.

The Housing Authority shall, upon request, supply the Union with the names, home and office addresses, and classifications of all employees in represented units. Such service shall be supplied at no more than cost to the Housing Authority.

I. ATTENDANCE AT COMMISSION MEETINGS.

The Union may designate two representatives, only one of whom may be released to attend the monthly public meetings of the Housing Commission/Personnel Committee. The work schedule of the designated employee in attendance for that day shall be adjusted to allow for a sixty (60)-minute period for public meeting attendance at 8:00 a.m. under the provisions in Section 6.I.6. regarding the flexibility of work schedules for hardship reasons.

In the event there is an executive session scheduled prior to the commencement of the public meeting, the employee's work schedule shall start at his/her normal time. After the conclusion of the executive session and when the public meeting begins, the designated employee may attend the public meeting on his/her own time using the hardship flexibility clause in Section 6.I.6. for purposes of adjusting their work schedule in order to allow the employee to resume a regular work schedule following the sixty (60)-minute period of meeting attendance.

The employee attending the Housing Commission meeting may reduce their lunch break by fifteen (15) minutes for four (4) days within the same pay period that the Commission

meeting occurs. The employee attending the Housing Commission meeting is required to notify their supervisor in advance of the four (4) days for which a reduced lunch break is taken.

J. OFFICIAL CORRESPONDENCE.

The Authority shall send copies of all formal, non-confidential Authority-initiated correspondence regarding labor relations issues to both the SEIU Field Representative and the designated Chapter President, as long as SEIU has informed the Authority in writing of the identities of the field representative and the Chapter President.

SECTION 5. SHOP STEWARDS

A. PURPOSE.

The Housing Authority recognizes the need and affirms the right of the Union to designate shop stewards from among employees in the unit. It is agreed that the Union in appointing such shop stewards does so for the purpose of promoting an effective relationship between supervisors and employees by helping to settle problems at the lowest level of supervision.

B. ROLE OF STEWARD AND SUPERVISOR.

The shop steward recognizes the fact that the supervisor is the key person in the department and, as such, is responsible to higher management for the quality and quantity of work. As the supervisor is the key person for management, the shop steward is the key person for the Union. They must promote and maintain good morale and friendly relations and must be willing to meet in good faith to settle grievances as they arise, exercising a positive approach. There must be mutual respect on both sides in these relations. The shop steward understands that his/her stewardship function does not relieve him/her from conforming to all rules of conduct and standards of performance established by law, regulation, Housing Authority or department policy, or Memorandum of Understanding.

C. SELECTION OF STEWARDS.

The Union shall reserve the right to designate the method of selection of shop stewards. The Union shall notify the Executive Director in writing of the names of the stewards and the units they represent. If a change in stewards is made, the Executive Director shall be advised in writing of the steward being replaced and the steward named to take his/her place. The number of stewards shall be mutually agreed upon and a list of stewards shall be submitted to each department concerned.

D. DUTIES AND RESPONSIBILITIES OF STEWARDS.

The following functions are understood to constitute the complete duties and responsibilities of shop stewards for which they are entitled to on-duty time:

1. After obtaining supervisory permission, shop stewards will be permitted to leave their normal work areas during on-duty time not to exceed eight (8) hours per pay period, in order to investigate facts of potential grievances, facts and presentation of grievances and/or to represent employees in disciplinary hearings and appeals conducted pursuant to Article 13.3. and 13.4. of the Personnel Rules. The grievant

shall also be granted reasonable time off. The steward's workload may be adjusted, as deemed appropriate by the Executive Director. To obtain permission to investigate a grievance or appeal on-duty time, the steward shall advise the supervisor of the grievant-appellant, of his/her investigation of the facts, and the general nature of the grievance or appeal. The shop steward is permitted to discuss the problem with all employees immediately concerned and outside interested parties will not be contacted by stewards as part of the grievance or appeal process. The employee may be represented by a steward at such times as a grievance is reduced to writing.

2. If (in the judgment of the supervisor because of the necessity of maintaining adequate level of service) permission cannot be granted immediately to the shop steward in order to present or investigate a grievance or appeal, such permission shall be granted by the supervisor no later than the next working day from the date the shop steward was denied permission.

E. CHANGES IN STEWARD OR NUMBER OF STEWARDS.

If management reassigns a shop steward which will leave his/her present work location without a steward, the Union shall have the right to appoint a replacement. Should the Union wish to change stewards during the grievance procedure, it may do so provided that only one steward will be allowed time off from work upon one occasion to investigate the grievance.

F. CONDUCT OF MEETINGS.

Any meeting of shop stewards and supervisors will be held in a quiet, dignified manner. Management employees will agree to recognize and work with Union stewards in a conscientious effort to settle problems at the earliest possible step of the grievance procedure.

G. LIMITATIONS OF TIME OFF.

Stewards shall not be permitted time off from their work assignment for the purpose of conducting general Union business.

H. SHOP STEWARDS.

The Union shall be entitled to appoint three (3) stewards for employees represented within the Memorandum of Understanding between the Alameda County Housing Authority and SEIU Local 1021.

SECTION 6. HOURS OF WORK: SCHEDULES AND REST PERIODS

A. WORK SCHEDULES.

The Executive Director shall prepare a schedule showing the hours each employee is to work, and the days each employee is scheduled to work.

1. Daily work schedule for 75-hour/pay period employees is as follows:
 - a. 75-hour/pay period employees shall work a total of 8 hours and 20 minutes,

with a thirty (30) or forty-five (45) minute lunch per working day, for nine (9) days in a 2-week pay period.

- b. 75-hour/pay period employees shall work one of the following schedules, as arranged with their manager:
 - (i) 8:00am – 5:05pm with a 45-minute lunch
 - (ii) 8:00am – 4:50pm with a 30-minute lunch
 - (iii) 8:15am – 5:05pm with a 30-minute lunch
 - (iv) 8:30am – 5:20pm with a 30-minute lunch

2. Daily work schedules for 80-hour/pay period employees are as follows:

- a. 80-hour/pay period employee shall work a total of 8 hours and 45 minutes (8.25 hours), with a forty-five (45) minute lunch, per working day for nine (9) days in a 2-week pay period.
- b. 80-hour/pay period employees shall work one of the following schedules, as arranged with their manager:
 - (i) 8:00am – 5:05pm with a 45-minute lunch
 - (ii) 8:00am – 4:50pm with a 30-minute lunch

3. The official work week for overtime purposes for 75-hour and 80-hour employees begins at 12:00 p.m. on Friday until the subsequent Friday at 12:00 p.m.

B. WORK HOURS AND WORK WEEK FOR PAYROLL SYSTEM PURPOSES.

6.B.1. WORK HOURS FOR PAYROLL SYSTEM.

Due to the constraints of HACA’s payroll system, ADP, the following work hour schedules apply solely for the purpose of time entry into the payroll system. Employees’ actual daily working schedules are detailed in Section A.

ADP – Time Entry Schedule for 75-hour employees		
Day	Week 1	Week 2
Saturday	0.00	4.25
Sunday	0.00	0.00
Monday	8.35	8.35
Tuesday	8.35	8.35
Wednesday	8.35	8.35
Thursday	8.30	8.35
Friday	4.00	0.00
Total Hours	37.35	37.65

ADP – Time Entry Schedule for 80-hour employees		
Day	Week 1	Week 2
Saturday	0.00	5.00
Sunday	0.00	0.00
Monday	9.00	8.75
Tuesday	9.00	8.75
Wednesday	9.00	8.75
Thursday	9.00	8.75
Friday	4.00	0.00
Total Hours	40.00	40.00

6.B.2. WORK WEEK FOR PAYROLL SYSTEM. The first week of a pay period shall be 37.35 hours and the second week shall be 37.65 hours for 75-hour employees. 80-hour employees shall work two (2) forty (40)-hour weeks in each pay period.

C. HOURS OF WORK DEFINED.

Time and attendance, including but not limited to hours of work, are defined in Housing Authority policy as negotiated between the Housing Authority and the Union.

D. REST PERIODS.

Each employee shall be granted a rest period of fifteen (15) minutes during each work period of more than three (3) hours duration, provided however that rest periods are not scheduled during the first or last hour of such period of work. No wage deduction shall be made nor time off charged against employees taking authorized rest periods nor shall any rights to overtime be accrued for rest periods not taken. There is no obligation upon the Housing Authority to provide facilities for refreshments during the rest periods or for procurement thereof.

E. CONVERSION OF WORK PAY PERIOD FROM 75-HOUR TO 80-HOUR PAY PERIOD.

Employees in classification converting to an eighty (80) hours per pay period schedule shall carry over their vacation and sick leave balance in the same number of days and fractions of days recorded for the previous seventy-five (75) hours per pay period schedule.

F. VOLUNTARY REDUCTION OF WORK PERIOD.

Upon mutual agreement of a full-time permanent employee covered by this Memorandum of Understanding and the Executive Director or his/her designee, any such employee may elect to reduce work hours with an equal reduction in pay and paid benefits for periods of up to thirteen (13) pay periods as follows:

1. An employee and the Executive Director or his/her designee may agree that the employee shall work a part-time work schedule of 90%, 80%, 70%, 60%, or 50%

in any bi-weekly pay period with a corresponding reduction in pay and paid benefits as set forth in Paragraph 4.

2. Employees working an approved reduced work schedule shall revert to full-time work status at the end of the agreed-to-period or if the employee transfers, promotes, demotes, terminates, or in any other way changes his/her status with the Housing Authority he/she shall be removed from the reduced work schedule.
3. With ten (10) calendar days advance notice, the Executive Director or his/her designee may unilaterally terminate an approved reduced work schedule in the event of an unanticipated staffing or fiscal emergency. The determination to terminate the approved reduction shall be final and non-grievable.
4. Employees opting to reduce hours under this Section shall be deemed full-time employees for all purposes of this Memorandum of Understanding, including dental coverage pursuant to Section 14., except that such employees shall be entitled to paid leave accruals and health plan contributions on a prorated basis during such periods.

G. LUNCH PERIODS.

Employees shall be entitled to an uninterrupted meal period of thirty (30) minutes, or forty-five (45) minutes depending on the daily schedule, which shall be scheduled by their unit supervisor at approximately the mid-point of the workday.

H. ALTERNATIVE WORK SCHEDULES.

The Housing Authority acknowledges that it has never had nor expects to have evening work, night work, weekend work, split shifts, or standby duty. Should the occasion arise where this assignment is necessary, the Housing Authority agrees to follow whatever administrative practices (including pay premiums) that are in effect covering such situations for SEIU represented employees employed by the County of Alameda.

I. BI-WEEKLY OFFICE CLOSURE.

1. Office Closed on Alternate Fridays. Payday is the second Thursday in the pay period for submitting time sheets and collecting paychecks.
2. When a Holiday Occurs on a Scheduled Work Day. The office will be closed and employees will receive holiday pay for the full day, so long as they meet the eligibility requirements contained in this contract.
3. When a Holiday Occurs on a Friday in Which the Office is Closed. Employees who are in full time paid status the scheduled workday before and the scheduled work day after will receive a Floating Holiday added to their balances with the next payroll submittal.

4. Paid Leaves. Employees shall be entitled to use sick leave, vacation, and other paid or unpaid leave for the full-working hours, whichever applies, of each scheduled work day, if otherwise eligible for said leaves.

J. TELECOMMUTING

The Parties will meet to discuss telecommuting within 180 days of the Housing Authority's hiring of a Human Resources Director.

SECTION 7. OVERTIME

A. REGULAR WORK SCHEDULE REQUIRED.

Each manager shall prepare a schedule designating the hours each employee in his/her department shall work on a weekly basis. Work for the Housing Authority by an employee at times beyond the work week scheduled shall be approved in advance by the Executive Director.

B. HOW OVERTIME IS AUTHORIZED.

No employee shall work overtime unless written authorization for overtime pay has been given by the Executive Director or his/her authorized representative in accordance with Section 7.A.

C. OVERTIME WORK DEFINED.

Overtime work shall be defined as all work performed in a work week pursuant to subparagraphs A. and B. of this Section in excess of the work week set forth in Section 6.B.2. of this Memorandum of Understanding. Holidays and paid time off shall count toward the accumulation of the work week.

D. OVERTIME PAYMENT.

All overtime work shall be compensated as follows:

Employees shall be compensated for all time worked in excess of their regularly scheduled shift at one and one-half (1½) times the regular rate of pay.

E. REGULAR RATE DEFINED.

For purposes of this Section, regular rate shall be defined as the total compensation during the work week as defined by the Department of Labor's regulations relating to the Fair Labor Standards Act divided by the total number of hours worked that week. This amount shall be no less than the hourly rate calculated by dividing the employee's bi-weekly salary as defined in the Salary Schedule by the number of hours in the employee's regular bi-weekly schedule as defined in the Salary Schedule.

F. WHEN OVERTIME SHALL BE PAID.

Compensation for overtime work shall be paid not later than the completion of the pay period next succeeding the pay period in which such overtime was earned.

G. WHEN COMPENSATING TIME OFF MAY BE TAKEN OR PAID.

Accumulated compensating time off should be taken within twenty-six (26) pay periods following the pay period in which it was earned. Scheduling of compensating time off shall be by mutual agreement between the employee and their manager. The manager may require that an employee adjust his/her work week in order to avoid overtime penalties. The employee's manager shall schedule compensating time off for all accumulated compensating time off in excess of eighty (80) hours.

Compensating time off due an employee must be granted to such employee prior to his/her separation from employment, but not in an amount exceeding an aggregate of eighty (80) hours.

An employee may cash out compensating time off at any time at his/her current pay rate.

The Housing Authority agrees to keep track of employee compensating time off earned and taken, by using the Housing Authority payroll system's time sheet, leave slip and reporting capabilities, in lieu of keeping such information solely on the department level.

SECTION 8. LEAVES OF ABSENCE

A. LEAVE MAY NOT EXCEED SIX MONTHS.

A leave of absence without pay may be granted by the Executive Director upon the request of the employee seeking such leave, but such leave shall not be for longer than six (6) months, except as hereinafter provided.

B. NO LEAVE TO ACCEPT OUTSIDE EMPLOYMENT.

A leave of absence without pay may not be granted to an employee accepting either private or public employment outside the service of the Housing Authority, except as hereinafter provided.

C. MILITARY LEAVE.

Every employee shall be entitled to military leave of absence as specified in Chapter 7, Part 1, Division 2 of the California Military and Veterans' Code. For active duty service, an employee shall be eligible for up to thirty (30) calendar days of paid Military Leave, if he/she has been continuously employed for a period of one (1) year with the Housing Authority. Active service in the National Guard shall not require the previous year of service to be eligible for up to thirty (30) calendar days of paid Military Leave.

Additionally, for training service, an employee shall be eligible for up to thirty (30) calendar days of paid leave if he/she has been continuously employed for a period of one (1) year with the Housing Authority and he/she has at least one (1) year of military service credit.

Military leave shall be paid for scheduled workdays occurring during the thirty (30) calendar day period, including holidays as referenced in Section 9.A herein.

D. TEMPORARY APPOINTMENT DUE TO MILITARY LEAVE.

The Executive Director may grant an employee a leave of absence without pay from his/her position to permit such an employee to be temporarily appointed to fill a position which is vacant as the result and during the period of a military leave of absence.

E. EDUCATIONAL LEAVE.

A leave of absence without pay may be granted by the Executive Director upon the request of an employee seeking such leave for the purpose of education, but no one such leave of absence shall exceed a period of one (1) year.

F. LEAVE WHEN LENT TO OTHER GOVERNMENTAL AGENCY OR GOVERNMENTAL INSTITUTION.

A leave of absence without pay may be granted by the Executive Director to any employee who is lent to another governmental jurisdiction, to an agency engaged in a survey of government practices, or to an educational institution; but no one such leave of absence shall exceed a period of one (1) year.

G. LEAVE OF ABSENCE TO ACCEPT APPOINTMENT TO ANOTHER POSITION IN THE CLASSIFIED SERVICE.

An employee having tenure in a classification who is appointed to another classification of the Housing Authority may be granted a leave of absence without pay from the position to which he/she has tenure until he/she obtains tenure to such other position, or his/her appointment thereto is terminated for any reason, whichever first occurs. In the event of the return of such employee to the position from which leave of absence was granted, the employee with the least total Authority service as defined in Personnel Rules Article 24.1 in such class shall be laid off if all authorized positions are filled.

H. LEAVE FOR JURY DUTY OR IN ANSWER TO SUBPOENA.

Sufficient paid leave shall be granted to permit an employee to travel between the work place and the court and while serving on jury duty or in answer to a subpoena as a witness arising out of the course of their Housing Authority employment. Any jury or witness fee awarded to such person, less reimbursement for mileage, shall be deposited with the Housing Authority Finance Director. When an employee is excused from jury duty or from answering a subpoena as a witness in time to report for at least one-half (1/2) his/her regularly scheduled work day, the employee shall report to duty; and jury duty pay under this Section shall be reduced accordingly. If the employee fails to report as set forth herein, he/she shall be docked for the balance of the day. The employee shall apply for standby jury duty if the court permits this option. An employee whose work assignment precludes participation in the standby jury duty shall be exempted from this requirement, provided that the Executive Director or his/her designee may adjust an employee's work assignment to permit the employee to apply for standby duty.

I. DISABILITY LEAVE FOR OTHER EMPLOYMENT.

Anything in this Memorandum of Understanding to the contrary notwithstanding, any person who because of sickness or injury is incapable of performing his/her work or duties in the service of the Housing Authority may, within the discretion of the Executive

Director, be granted sick leave of absence without pay during such disability to accept such employment.

J. PERSONAL DISABILITY LEAVE.

After six (6) months from date of employment, an employee shall be entitled to leaves of absence without pay for not more than two (2) periods aggregating to no more than ninety (90) calendar days within a twelve (12)-month period upon presentation of acceptable proof of his/her person disability. Before such leave, the employee must have used all accrued vacation, paid sick leave, or compensating time off, unless the employee is receiving accrued vacation, paid sick leave, or compensating time off as a supplement to disability insurance benefits under Section 22. of this Memorandum of Understanding; in which event, the employee shall be entitled to personal disability leave. But the employee's entitled personal disability leave shall be reduced by the hourly equivalent of the disability insurance payment (hours of personal disability deducted per pay period equals two (2) times the employee's weekly disability insurance entitlement divided by the employee's normal hourly rate) provided, however, that an employee who has exhausted paid leave balances and is receiving disability insurance only shall have personal disability leave deducted on a day-for-day basis. Such leave may be extended by mutual agreement of the employee and the Housing Authority.

The Housing Authority may require acceptable proof of the employee's ability to return to work provided that the Housing Authority shall notify the employee in writing of such requirement in advance. If the submitted proof is deemed unacceptable, the Housing Authority shall immediately notify the employee in writing of existing deficiencies in the submitted proof. Employees granted leave under this Paragraph shall be returned to the same classification; the Housing Authority shall make its best effort to return such employee to the same geographical location, and where there is specialization within a classification, to the same specialization. Questions as to whether or not the Housing Authority has used its best efforts herein shall not be subject to the grievance procedure.

K. MATERNITY LEAVE.

A pregnant employee shall furnish her unit supervisor a statement which indicates the estimated date of delivery. A pregnant employee is entitled to a maternity leave of up to four (4) months, the dates of which are to be mutually agreed upon by the employee and the Housing Authority. Such an employee may elect to take accrued vacation or compensating time off or sick leave during the period of maternity leave. In the event an employee requests to return from maternity leave prior to the previously agreed upon return date, the Housing Authority may require acceptable proof of the employee's ability to return to work, provided that the Housing Authority shall notify the employee in writing of such requirement. The employee shall be entitled to sick leave with pay accumulated pursuant to Section 11.E. of this Memorandum of Understanding, and with the approval of the Executive Director, shall be entitled to sick leave with pay for which she is otherwise eligible pursuant to Section 11.F. of this Memorandum. Reinstatement subsequent to maternity leave of absence shall be the same classification from which leave was taken, and the Housing Authority shall make its best effort to return such employee to the same specialization within a classification, if one exists. Questions as to whether or not the

Housing Authority has used its best effort herein shall not be subject to the grievance procedure.

L. BEREAVEMENT LEAVE.

Leave of absence with pay because of death in the immediate family of an employee may be granted by the Executive Director for a period not to exceed three (3) days. An additional three (3) days leave may be granted by the Executive Director and charged to the employee's accrued sick leave balance.

Entitlement to bereavement leave under this Section the first three (3) days shall be in addition to any entitlement for sick leave or any other applicable leave. Employees may take bereavement leave for the following family members: parent, step-parent, spouse, domestic partner (as defined in Addendum A), child, step-child, the child of a domestic partner, sibling, foster-parent, foster-child, grandchild, grandparent, or any other person sharing the relationship of in loco parentis.; When living in the household of the employee family members are extended to: brother-in-law, sister-in-law, mother-in-law, or father-in-law.

In the case of the death of the employee's mother-in-law or father-in-law, where the decedent was not living in the employee's household, the employee shall be entitled to two (2) days of paid leave of absence.

M. LEAVE FOR PARTICIPATION IN EXAMINATION PROCESS.

Upon forty-eight (48) hours advance notice by the employee to his/her supervisor, an employee shall be granted paid leave while participating in an Alameda County Housing Authority employment examination which is scheduled during the employee's working hours. Sufficient paid leave shall be granted to permit the employee to travel between the work place and the testing site.

N. LEAVE FOR PARTICIPATING IN SELECTION PROCESS.

Upon twenty-four (24) hours advance notice by the employee to his/her supervisor, an employee who has received a certification for an Alameda County Housing Authority employment interview shall be granted paid leave while participating in the interview scheduled during the employee's working hours. Sufficient paid leave shall be granted to permit the employee to travel between the work place and the site of the interview. Interviews for jurisdictions other than the Alameda County Housing Authority are exempted from this position.

O. LEAVE FOR EMPLOYMENT WITH THE UNION.

Upon written notification from the Union and the agreement of the Housing Authority, one employee shall be granted a leave of absence without pay for a period of up to three (3) months in a (12) twelve month period to work for SEIU Local 1021.

The Housing Authority shall make its best effort to return employees granted leave under this paragraph to their same position upon completion of this leave. Questions as to

whether or not the Housing Authority has used its best efforts herein shall not be subject to the grievance procedure.

SECTION 9. HOLIDAYS

A. HOLIDAYS DEFINED.

1. Recurring Paid Holidays

Recurring paid holidays shall be:

January 1 - New Year's Day
Third Monday in January - Dr. Martin Luther King's Birthday
February 12 - Lincoln's Birthday
Third Monday in February - Presidents' Day
March 31 - Cesar Chavez's Birthday
Last Monday in May - Memorial Day
June 19 - Juneteenth
July 4 - Independence Day
First Monday in September - Labor Day
Second Monday in October - Indigenous Peoples' Day
November 11 - Veterans' Day
Fourth Thursday in November - Thanksgiving Day/Day after Thanksgiving Day
December 25 - Christmas Day

2. Non-Recurring Paid Holidays

All non-recurring days appointed by the President of the United States or the Governor of the State of California for a public fast, national day of mourning, thanksgiving, or holiday, and announced by the Executive Director shall be observed as one-time holidays. An Executive or Gubernatorial order designates a "holiday" applicable to this section only when it specifies that it applies to other government agencies specifically local government agencies such as HACA.

3. When a holiday occurs on a Friday in which the office is closed, employees who are in a full-time paid status, the scheduled workday before and the scheduled work day after will receive a Floating Holiday added to their balances with the next payroll submittal.

4. Floating Holidays

Floating Holidays are valued at 8.35 hours of paid leave per holiday for employees working seventy-five (75) hours per pay period. Employees who work eighty (80) hours per pay period have Floating Holidays valued at 8.9 hours of paid leave per holiday.

Three (3) Floating Holidays are to be scheduled by mutual agreement of the employee and his/her manager and taken within the fiscal year. Floating Holidays that remain unused by the end of the fiscal year are forfeited.

Employees who have completed fourteen (14) years of Housing Authority service shall receive five (5) Floating Holidays each fiscal year, until the eighteenth (18th) year of service commences, at which time the number of Floating Holidays shall revert to three (3).

Employees hired on or after April 1 of any fiscal year are not eligible to receive the Floating Holiday in that fiscal year.

B. HOLIDAYS TO BE OBSERVED ON WORK DAYS.

In the event that January 1, February 12 (known as Lincoln's Birthday), March 31 (known as Cesar Chavez's Birthday), June 19 (known as Juneteenth), July 4, November 11 (known as Veterans' Day), or December 25 falls on a Saturday, said holiday shall be observed on the preceding Friday.

In the event that any of said holidays enumerated in this subparagraph B. falls on a Sunday, said holiday shall be observed on the following Monday. A day proclaimed a day of national mourning or celebration in accordance with Section 9.A., above, shall be granted only to those employees who are regularly scheduled to work on the day for which such holiday is proclaimed.

In the event that a holiday occurs on an employees scheduled work day, the hours of said holiday pay for each employee shall be the same as the hours in that work day schedule for each employee.

C. HOLIDAY COMPENSATION.

Holidays not worked shall be compensated at straight time. In the event any employee shall work longer than the normal work week as set forth in Section 6.B. or when applicable Section 6.F.1. of this Memorandum of Understanding by virtue of having worked the holiday, such employee shall be compensated at straight time in cash and time-and-one-half off in compensatory time for such hours worked. Time off in lieu of a holiday shall be scheduled by mutual agreement of the employee and the Housing Authority within twenty-six (26) pay periods.

D. ELIGIBILITY FOR HOLIDAY PAY.

Except as provided in Section 9.A. To be eligible for holiday pay, except pay for a Floating Holiday, an employee must be on at least one-half (½) day's paid status the scheduled work day before and the scheduled work day after the holiday.

E. CONFORMITY WITH STATE HOLIDAYS.

In the event the Legislature shall amend Section 6700 of the Government Code to change the date a holiday listed in Paragraph A. hereof is observed, employees subject to this Memorandum of Understanding shall celebrate said holiday in conformity with the State.

This Paragraph shall not be applied so as to increase or decrease the number of holidays set forth in Paragraph A. hereof.

F. EXEMPT WORK SITUATIONS.

Time spent in study courses, seminars, and meetings of professional groups is exempt from the provisions of this Section.

SECTION 10. VACATION LEAVE

A. ACCUMULATION OF VACATION LEAVE.

Each person in the service of the Housing Authority shall accrue vacation leave as follows:

1. 2.89 hours for 75-hour/pay period employees, and 3.08 for 80-hour/pay period employees, for each full-time bi-weekly pay period on paid status until completion of seventy-eight (78) full-time bi-weekly pay periods (three (3) years) of continuous employment.
2. 4.33 hours for 75-hour/pay period employees, and 4.62 for 80-hour/pay period employees, for each full-time bi-weekly pay period on paid status after completion of seventy-eight (78) full-time bi-weekly pay periods (three (3) years) of continuous employment and until completion of two-hundred and sixty (260) full-time bi-weekly pay periods (ten (10) years) of continuous employment.
3. 5.77 hours for 75-hour/pay period employees, and 6.15 for 80-hour/pay period employees, for each full-time bi-weekly pay period on paid status after completion of two-hundred and sixty (260) full-time bi-weekly pay periods (ten (10) years) of continuous employment.
4. 7.22 hours for 75-hour/pay period employees, and 7.69 for 80-hour/pay period employees, for each full time bi-weekly pay period on paid status after completion of four-hundred and sixty-eight (468) full time bi-weekly pay periods (eighteen (18) years) of continuous employment.
5. Effective June 11, 2000, employees attaining a vacation balance of two (2) times their annual accrual, shall cease accruing vacation until their balances drop below said limit.
6. Employees at the maximum accrual balance of two times their annual vacation accrual shall receive Floating Holidays in lieu of vacation time for the Reward of Non-Usage of Sick Leave contained in the Housing Authority's Personnel Rules, Articles 19.14 and 19.15.

B. CASH PAYMENT IN LIEU OF VACATION LEAVE.

An employee who leaves the Housing Authority service for any reason shall be paid at the rate shown in subparagraphs A. and B. of this Section for unused vacation accrued to the date of his/her separation, provided that no employee may receive vacation payoffs

exceeding what he/she earned during the last two years before leaving Housing Authority service.

Employees shall have the primary responsibility to schedule and take sufficient vacation leave to reduce their accrued vacation leave balances to levels which do not exceed the amount for which they can receive cash payment hereunder upon termination. Unit supervisors shall make reasonable effort to accommodate written vacation leave requests submitted by employees which state that the purpose of such requests is to reduce accrued vacation leave balances to the level which can be paid for in cash upon termination.

C. DATE WHEN VACATION CREDIT STARTS.

Vacation credit shall begin on the first day of employment.

D. WHEN FIRST VACATION IS DUE.

The first vacation leave for any employee shall be due only after the completion of at least one-hundred and thirty (130) working days or thirteen (13) pay periods of employment, except as provided in subparagraph J. hereof.

E. MAXIMUM VACATION LEAVE.

An employee shall be allowed to take one and one-half (1½) times his/her annual vacation accrual during any calendar year, provided that he/she has accumulated sufficient unused vacation leave. An employee, with the permission of the Executive Director, may take vacation in excess of one and one-half (1½) times his/her annual vacation accrual during any calendar year, if he/she has accumulated sufficient unused vacation leave.

F. DEFINITION.

For the purpose of this Section, "working day" shall mean any day upon which an employee would normally be required to work.

G. EFFECT OF LEAVE WITHOUT PAY ON VACATION CREDIT.

No vacation credit shall be earned during the period when an employee is absent on leave without pay.

H. EFFECT OF ABSENCE ON CONTINUOUS SERVICE.

Absence on authorized leave with or without pay and time during which an employee is temporarily not employed by the Authority, if followed by re-employment within one (1) year, shall not be considered as an interruption of continuous service for the purpose of this Section. Time during which an employee is laid off because his/her services are not needed, if followed by re-employment within three (3) years, shall not be considered as an interruption of continuous service for the purpose of this Section.

The period of time such employee is absent on authorized leave without pay, or temporarily not employed, or laid-off shall not be counted in computing such weeks of continuous employment for the purpose of this Section, provided that for the purposes of qualifying for the point seven-hundred and sixty-nine (.769) working days rate of vacation leave, where a person has been employed by the Authority without interruption for the past five-

hundred and twenty-one (521) weeks, all service of such employee shall be deemed to have been continuous.

I. WHEN VACATION LEAVE MAY BE TAKEN.

1. Except as provided in Paragraph 2. hereof, vacation shall be scheduled by mutual agreement of the employee and the Executive Director or his/her designee. In the event of conflicting requests from the employees, the matter shall be decided in favor of the employee having the longest Housing Authority service in a classification within a vacation-scheduling unit.

In the event of a tie in Housing Authority service in a classification within a scheduling unit the following applies in this order:

- a. Employee with longest total service in the scheduling unit (less LWOP)
- b. Employee with longest service in the classification (less LWOP)
- c. Employee with longest Housing Authority service (less LWOP)

Subsequent vacation requests within the same calendar year shall be resolved in favor of the most senior employee who has not by virtue of his/her senior position previously had such a conflict resolved in his/her favor during the calendar year. In the event of vacation schedule conflict among employees, all of whom have by virtue of their senior position had such conflicts resolved in their favor during the calendar year, the senior employee who has had the least number of conflicts resolved in his/her favor shall prevail. When written submission of a vacation request is required pursuant to this Paragraph 1., the Housing Authority shall respond within thirty (30) calendar days in writing or shall schedule the vacation requested by the employee.

The employee's seniority for vacation seniority purposes begins once he/she enters a vacation scheduling unit within his/her classification. Should an employee change his/her scheduled unit and/or classification, the seniority accrual for vacation purposes starts over. Promotion within a flexibly staffed position for purposes of vacation seniority will not be considered a change in classification.

2. In the event that vacation scheduling pursuant to Paragraph 1. hereof is impractical due to the size of the department vacation-scheduling unit involved or other reasons, the following procedures shall apply:

In a month established by the Executive Director, any employee may submit up to three (3) choices of preferred vacation period for the subsequent twelve (12) months. The department shall approve such choices on the basis of employee seniority as set forth in Paragraph 1. hereof. The department shall post a list of approved and scheduled vacations no later than six (6) weeks following the end of the designated month in which the vacation requests were due. Any employee who fails to submit a choice or choices or any new employee who misses the sign-up period for the department shall schedule vacations by mutual agreement pursuant to Paragraph 1. hereof. The department shall post a list of approved and scheduled

vacations no later than six (6) weeks following the end of the designated month in which the vacation requests were due. Any employee who fails to submit a choice or choices or any new employee who misses the sign-up period for the department shall schedule vacations by mutual agreement pursuant to Paragraph 1. hereof, provided that such vacation scheduling by mutual agreement shall not supersede any vacation scheduled by submission.

In the administration of this Paragraph 2., the Executive Director shall post seniority lists, lists of the number of employees by classification allowed to be on vacation at one time or for any period, and blank calendars or other means which shall make it possible for employees to submit their three (3) choices and to determine which employees have applied for which vacation periods.

An employee shall be allowed to divide his/her vacation leave in any calendar year into two (2) segments. The Executive Director, at his/her discretion, may grant an employee additional segments of vacation. These segments are to be in addition to any segments of vacation leave used as personal leave as defined in Section 10.J.

J. PERSONAL LEAVE.

An employee shall be allowed three (3) days in any calendar year from his/her regular vacation allowance for personal leave. The employee's supervisor shall not deny a request for this leave except for reasons critical to the operation of the Housing Authority. Employees shall be allowed to use personal leave in increments of less than one (1) hour.

K. RATE OF VACATION PAY.

Compensation during vacation shall be at the rate of compensation which such person would have been entitled to receive, including premium pay, if in active service during such vacation period.

L. VACATION SELL BACK.

Employees are eligible to sell back vacation subject to the following conditions:

1. Employees can sell-back up to a maximum of seventy-five (75) or eighty (80) vacation hours depending upon classification, per vacation sell-back transaction.
2. Employees can exercise this option a maximum of three (3) times per fiscal year for a maximum of two-hundred and twenty-five (225) or two-hundred and forty (240) hours.
3. Employees must have thirty-seven point five (37.5) or forty (40) vacation hours depending upon classification remaining after the sell-back.

M. VACATION PURCHASE PLAN.

During the established enrollment period, employees may elect to purchase forty (40) hours of vacation leave. The Housing Authority shall then pay the employee, two hours less pay

on each paycheck for twenty (20) pay periods, after which the employee shall be credited with the forty (40) hours of vacation leave. The vacation, once credited, may be taken with the employee's regular vacation entitlement.

1. Employees may not elect to purchase vacation if their vacation balance at the time of election exceeds fifty (50) hours. Vacation balance includes both vacation purchase hours and accrued vacation.
2. Once employees elect to purchase vacation they may not rescind their election.
3. Should employees receive a pay increase/decrease during the vacation purchase period, the effect will be that employees will receive credit for the actual value of the time purchased at the end of the twenty (20) pay periods, which could be more or less than forty (40) hours.
4. Employees will not have use of the purchased vacation until the end of the twenty (20)-pay period vacation purchase period.
5. Employees who leave Housing Authority service during the vacation purchase period shall receive the cash equivalent of the vacation they have purchased at the time they leave employment.
6. When taking vacation leave, employees must first exhaust their purchased vacation balances before taking accrued vacation leave.

SECTION 11. SICK LEAVE

A. SICK LEAVE DEFINED.

As used in this Section, "Sick Leave" means leave of absence of an employee because of any of the following: 1) illness or injury which renders him/her incapable of performing his/her work and 2) routine medical or dental appointments of the employee.

B. EMPLOYEE DEFINED.

As used in this Section, "Employee" means any person holding a full-time regular or provisional appointment in the Housing Authority service.

C. SELF-INFLICTED INJURY EXCLUDED.

In no case shall an absence due to a purposefully self-inflicted incapacity or injury be deemed a basis for granting sick leave or under the provisions of this Section.

D. INDUSTRIAL SICK LEAVE SUPPLEMENT.

If an employee is incapacitated by sickness or injury as a result of his/her employment entitlement to industrial sick leave benefits as provided In this Section shall apply.

1. **AMOUNT AND DURATION OF PAYMENT.** Such employee shall be entitled to receive supplemental industrial sick leave with pay for scheduled work days, commencing with the fourth (4th) calendar day of such incapacity, equal to the difference between eighty percent (80%) of his/her normal salary and the amount of any Workers' Compensation temporary disability payments to which such employee is entitled during such incapacity, but not for a period exceeding nine (9) months from the date of sickness or injury resulting in such incapacity.

Following nine (9) months, cumulative sick leave may be granted to supplement temporary disability payments to provide the disabled employee a total of eighty percent (80%) of salary (the amount of sick leave necessary for this purpose is computed in each case by Housing Authority Payroll).

In the event that the period of such incapacity exceeds fourteen (14) calendar days, the employee may be granted supplemental industrial sick leave with pay at the rate of one hundred percent (100%) of his/her normal salary for the first three (3) scheduled workdays of incapacity. If the period of incapacity does not exceed fourteen (14) calendar days, the employee is eligible to receive cumulative sick leave pay or any other accrued paid leave for scheduled work days, as provided in subsection E. in this Section, for the first three (3) calendar days of incapacity.

2. **WHEN PAYMENTS SHALL BE DENIED.** Industrial sick leave payments shall not be made when:
 - a. an employee does not apply for or who does not receive temporary disability benefits under the workers' compensation laws;
 - b. an injury or illness has become permanent;
 - c. an injury or illness, although continuing to show improvement, is unlikely to improve sufficiently to permit the employee to return to work in his/her position based upon medical opinion;
 - d. an employee is retired on permanent disability or pension;
 - e. an employee unreasonably refuses to accept other Housing Authority employment for which he/she can be accommodated;
 - f. an injury or illness is the result of failure to observe Housing Authority health or safety regulations or the commission of a criminal offense;
 - g. an injury or illness has been aggravated or delayed in healing by reason of the failure of the employee to have received medical treatment or to have followed medical advice, except where such treatment or advice has not been sought or followed by reason of the religious beliefs of the employee; and
 - h. an injury or illness is a recurrence or re-injury of an earlier job-related injury or illness, or is contributed to by a susceptibility or predisposition to such injury or illness related to an earlier job-related injury or illness.

3. **FRINGE BENEFIT ENTITLEMENT DURING INDUSTRIAL INJURY LEAVE.** Employees receiving industrial sick leave with pay shall maintain and accrue all benefits to which they are entitled under this Memorandum of Understanding at one-hundred percent (100%) of their regular pay rate in effect preceding an industrial injury or illness.

E. CUMULATIVE SICK LEAVE PLAN.

Each employee shall accumulate sick leave with pay entitlement at the rate of 3.75 or 4.0 hours depending upon classification for each full bi-weekly pay period on paid status up to a maximum accumulation of nine-hundred thirty-seven point five (937.5) or one-thousand (1,000) hours, depending upon classification, of unused sick leave with pay entitlement. additional 16.66 reaches the maximum accumulation of nine-hundred thirty-seven point five (937.5) or one-thousand (1,000) hours, depending upon classification , of sick leave with pay, the employee shall have this total reduced to nine-hundred and seven point five (907.5) hours or nine-hundred sixty-eight (968) hours of sick leave, depending upon classification, with pay and be granted an additional 16.66 hours or 17.80 hours of vacation depending upon classification.

F. MEDICAL DOCUMENTATION.

The Executive Director or designee, as a condition of approving sick leave, may require medical evidence of sickness or injury acceptable to the Housing Authority after three days of sick leave pursuant to Personnel Rule 19.7.

G. CATASTROPHIC SICK LEAVE PROGRAM.

Effective June 23, 1991, an employee may be eligible to receive donations of paid leave to be included in the employee's sick leave balance if the employee or employee's spouse, child or registered domestic partner has a catastrophic illness or injury. Catastrophic illness or injury is defined as a critical medical condition considered to be terminal or a long-term major physical impairment or disability.

Eligibility:

1. The recipient employee, recipient employee's family, or other person designated in writing by the recipient employee must submit a request to the Human Resources Manager.
2. The recipient employee is not eligible so long as he/she has paid leave(s) available, however, the request may be initiated prior to the anticipated date leave balances will be exhausted. The Housing Authority will make a good faith effort to notify employees who are on extended sick leave when it becomes apparent that their leave balances may soon be exhausted. Failure to notify the employee creates no liability on the part of the Housing Authority for losses the employee may incur.
3. A medical verification including diagnosis and prognosis must be provided by the recipient employee.

4. A recipient employee is eligible to receive six-hundred and seventy-five (675) hours or seven-hundred and twenty (720) hours depending upon classification, of donated time per employment.
5. Donations shall be made in increments of 4.17 or 4.45 hours, at a minimum (depending on classification) and are irrevocable. The maximum that may be donated in a calendar year is six (6) donor employee's days per recipient.
6. The donor-employee may donate sick leave (up to 16.70 or 17.80 hours depending on classification), so long as two-hundred and fifty (250) hours of sick leave are maintained in the donor-employee's accrued sick leave balance after the donation. Donations of vacation, compensatory time or floating holiday time shall be converted to the recipient-employee's sick leave balance and all sick leave provisions will apply. Time donated in any pay period may be used in the pay following periods. No retroactive donations will be permitted.
7. The donor's hourly value will be converted to the recipient's hourly value and then added to the recipient's sick leave balance on a dollar-for-dollar basis.
8. The recipient employee's entitlement to disability leave will be reduced by the number of hours added to the recipient's sick leave balance.
9. The determination of the employee's eligibility for catastrophic sick leave donation shall be at the Housing Authority's sole discretion and shall be final and non-grievable.
10. The Housing Authority shall notify the union when an employee has been approved for this program. The Union may notify its members of the employee's eligibility.

H. SICK LEAVE CREDIT AT RETIREMENT.

Housing Authority employees who are members of the Alameda County Employees' Retirement System and who retire, shall be credited for fifty percent (50%) of their unused paid sick leave accumulated as of the date of their retirement, up to a maximum credit of sixty (60) days.

I. FAMILY/MEDICAL LEAVE.

Employees might be eligible for leave under the Family and Medical Leave Act (FMLA), the California Family Rights Act (CFRA) and/or the Pregnancy Disability Act (PDA). Employees may review Authority policy and/or inquire with Human Resources for details.

SECTION 12. WAGES

A. STEP INCREASES.

Step increases shall be awarded in accordance with Article 3.2.1. of the Personnel Rules.

B. BASE WAGE INCREASES.

The Housing Authority will increase base wages for all classifications represented by the bargaining unit as follows:

1. 3.0% effective the first full pay period following Housing Commission adoption of the successor Memorandum of Understanding. Each employee will also be paid \$1,000.00 minus applicable payroll deductions on a one-time basis effective the first full pay period following Housing Commission adoption of the successor Memorandum of Understanding.
2. 3.0% effective June 6, 2026.
3. Either Party may request on or about March 1, 2027 to open negotiations concerning base wages.

SECTION 13. PREMIUM CONDITIONS

A. FOR CALL-BACK.

An employee called back to work shall be compensated at the premium overtime rate for such work, provided, however, that the minimum compensation shall be two (2) hours at the overtime rate.

B. TEMPORARY OUT-OF-CLASS ASSIGNMENTS TO A HIGHER LEVEL VACANCY.

An employee assigned on a temporary basis to a higher level position in which there is no appointed incumbent or in which the appointed incumbent is on paid or unpaid leave shall be compensated at the pay rate for the higher level position if the service in such position exceeds ten (10) days in any twelve (12)-month period. Compensation shall be retroactive to the first day of the out-of-class assignment. The full range of duties of the higher level position must be assigned in writing by the Executive Director or his/her designee. For the purpose of this Section, the pay rate for the higher level position shall be calculated as if the employee had been promoted to such position pursuant to Article 3.7 of the Personnel Rules.

C. REPORTING PAY.

In the event that a regular full-time employee is scheduled to report for work and is told by the Housing Authority that his/her services are not required, he/she will be entitled to two (2) hours pay at the straight time rate. If the employee is sent home through no fault of his/her own before completion of his/her workday, such employee will be entitled to a minimum of four (4) hours of pay at the straight time rate or straight time pay for hours actually worked, whichever is greater.

D. BILINGUAL PAY.

Upon the recommendation of the department manager and the approval of the Executive Director, an employee occupying a position designated as requiring fluency in a language other than English shall receive seventy-five dollars (\$75.00) per pay period.

E. STAND-BY DUTY PAY.

The Housing Maintenance Worker who is required to be available on stand-by duty for possible service calls during their off-duty hours shall receive stand-by duty pay at the applicable hourly rate indicated below. There shall be one Housing Maintenance Worker on standby-by duty assignment at all times during non-working hours. An additional Housing Maintenance Worker will agree to be a back-up to the Housing Maintenance Worker on stand-by assignment. The back-up Housing Maintenance Worker will only receive stand-by duty pay if assigned to stand-by in the event that the Housing Maintenance Worker who is assigned to stand-by duty is unable to complete the assignment.

1. Stand-by Duty Rotation

The stand-by duty assignment will be for one bi-weekly pay period consistent with HACA's bi-weekly pay period schedule. Stand-by duty assignments shall rotate among the three (3) employees in the Housing Maintenance Worker II classification.

2. Stand-by Cell Phone

A cell phone with a dedicated number for emergency/repair response will be issued to the Housing Maintenance Worker for stand-by duty assignment. HACA's call service will be instructed to call that phone number for emergency/repair response.

3. Stand-by Response Time

The Housing Maintenance Worker who is on stand-by will be expected to respond to a call received on the dedicated cell phone within 30 minutes of receiving the call unless the employee is not immediately available to receive the call. In that case, the employee will respond as soon as practical and immediately upon availability. Responding to a call means contacting the tenant to determine the nature of their service call.

4. Stand-by Duty Hourly Rate

Stand-by duty is that amount of time that a Housing Maintenance Worker is required to be on stand-by during off-duty time. Stand-by duty pay is compensable at the rate of \$6.00 per hour.

5. Service Calls During Stand-by Duty

If a service call is received during stand-by duty, the call-back pay provision in Section 13.A. shall apply. Call-back pay applies when a response to a service call is required. A minimum of two (2) hours of pay shall be provided at the overtime rate of one and one-half the regular rate of pay in accordance with MOU Sections

7.D. and 13.A. Call-back pay applies in addition to stand-by duty pay. Call-back pay applies to each service call occurring during the stand-by duty assignment.

If responding to a service call requires a time commitment beyond two (2) hours, the Housing Maintenance Worker on stand-by duty assignment shall receive compensation for actual hours worked at the overtime rate of one and one-half the regular rate of pay in accordance with MOU Section 7.D. Stand-by duty pay stops when the Housing Maintenance Worker performs actual hours worked beyond the minimum two (2) hours for call-back pay.

6. Sick Leave During Stand-by Duty

Housing Maintenance Workers shall not receive stand-by duty pay when they are out on sick leave. When sick leave is taken for doctor appointments, the Housing Maintenance Worker is deemed not available and stand-by duty pay shall not be paid. It shall be the responsibility of the back-up Housing Maintenance Worker to be on stand-by duty during hours the regularly assigned stand-by duty Maintenance Worker is on sick leave.

SECTION 14. HEALTH PLANS

A. MEDICAL PLAN.

From the date of adoption of this Agreement and to the end of the term of this Agreement, the Housing Authority shall contribute 96% toward the monthly premium amount for the Kaiser Health Service Plan for all eligible employees and their dependents. Employees shall pay any difference between the Housing Authority contribution and the full amount of the premium of the plan and benefit level. Except for employees on family medical leave pursuant to the Family Medical Leave Act (FMLA), the California Family Rights Act (CFRA) and/or the Pregnancy Disability Leave Act (PDL), continuing eligibility for group medical coverage is based on employment in a paid status for at least fifty-percent (50%) time or more each pay period.

Effective February 1, 2020, all newly hired employees shall contribute ten percent (10%) and the Housing Authority shall contribute ninety percent (90%) toward the monthly premium amount for the Kaiser Health Service Plan for all eligible employees and their dependents. Employees shall pay any difference between the Housing Authority contribution and the full amount of the premium of the plan and benefit level.

All Housing Authority employees hired prior to February 1, 2020, will continue according to the established cost-sharing as described in Section 14.A.

B. DENTAL PLAN.

For the contract period of this Memorandum of Understanding, the Housing Authority shall contribute toward the monthly provider's charge for a group dental plan for all eligible

employees and their dependents an amount equal to and for a plan equal to that paid for by the County of Alameda for SEIU Local 1021 represented employees.

C. VISION PLAN.

The Housing Authority will pay 100% of the premium for the employee-only Choice plus vision benefit plan through the County of Alameda's Vision Service Plan (VSP) provider. The nature of the benefit provided by Choice Plus is determined by the County of Alameda and VSP, is subject to periodic change and is not subject to negotiations between the Housing Authority and SEIU Local 1021. Should the County of Alameda and be unable to create a vision plan sub-group with the County's VSP provider for the Housing Authority, the Authority will obtain a similar Choice Plus plan through VSP with the premium being 100% paid by the Housing Authority for the employee-only level of coverage. Employees may elect to cover their dependents on the same plan at their own expense.

D. MEDICAL PLAN WAIVER.

Effective June 15, 2008, employees may receive one-hundred dollars (\$100.00) per pay period, if they elect the option to forego health coverage. The election must be submitted in writing during the open enrollment period and is non-revocable. New employees may choose this option during the first thirty (30) days of employment.

E. FLEXIBLE SPENDING ACCOUNT.

Effective January 1, 2012, employees shall have the ability to participate in a Flexible Spending Account for purposes of paying on a pre-tax basis for those expenses allowed pursuant to Section 125 of the Internal Revenue Code.

SECTION 15. ALLOWANCE FOR USE OF PRIVATE AUTOMOBILES

A. MILEAGE RATES PAYABLE.

Effective July 1, 1993, mileage allowance for use of personal vehicles on Housing Authority business shall be the current maximum mileage allowance established by the U.S. Department of Treasury Internal Revenue Service. This rate shall be adjusted during the term of this contract effective January 1st of each preceeding year.

B. MINIMUM ALLOWANCE.

An employee who is required by his/her unit supervisor to use his/her private automobile at least eight days in any month on Housing Authority business shall not receive less than ten dollars (\$10.00) in that month for the use of his/her automobile.

C. PREMIUM ALLOWANCE.

An employee who is required by his/her unit supervisor to use his/her private automobile at least fifteen (15) days in any month and, in connection with such use, is also regularly required to carry in his/her private automobile Housing Authority records, manuals, and supplies necessary to his/her job of such bulk and weight (20 pounds or more) that they

may not be transported by hand, shall be compensated an additional twelve dollars (\$12.00) per month for any such month.

D. REIMBURSEMENT FOR PROPERTY DAMAGE.

In the event that an employee, required by his/her unit supervisor to use a private automobile on Housing Authority business, should incur property damage in connection with a vehicle accident, and the employee is unable to recover the costs of such property damage from either his/her own insurance company, or from any other driver, or other source, such costs shall be paid to such employee of the Housing Authority, in a sum not exceeding two-hundred dollars (\$200.00), provided that any claims the employee may have against his/her insurance company or any third party have been litigated or settled, and provided, further, that the employee is not found guilty of a violation of the California Vehicle Code or Penal Code in connection with the accident causing such damage.

E. MILEAGE REIMBURSEMENT INSURANCE CONDITIONS.

An employee who uses his/her private automobile for Housing Authority business and applies for reimbursement shall have insurance on said vehicle in accordance with the California Department of Motor Vehicles laws and rules.

F. MILEAGE REIMBURSEMENT REQUESTS.

Requests for mileage reimbursement must be submitted within sixty (60) days of the end of the month for which reimbursement is requested.

SECTION 16. TWO WEEKS' NOTICE UPON TERMINATION

In the event of the termination of an employee subject to this Memorandum of Understanding for a cause other than intoxication on the job, gross insubordination, dishonesty, or conviction of a felony which substantially relates to the employee's job, the appointing authority or his/her designated agent shall give to such employee a written notice of termination no less than ten (10) working days prior to the effective date of said termination, except that a new employee having less than ten (10) work days of Housing Authority service shall be given five (5) working days' notice prior to the effective date of termination.

In the event, however, that such employee is not on the job on the date he/she would be entitled to such notice, it shall be mailed to him/her on such date. Time spent on the job during such ten (10)-day notice period by a probationary employee shall not be counted toward completion of the probationary period. The Housing Authority agrees to furnish a copy of any such notice to the Union if the employee so requests in writing, but failure to receive such notice shall not invalidate such termination.

SECTION 17. MANAGEMENT RIGHTS

Management Rights except as specifically modified or altered by the provisions of this Memorandum of Understanding, the management of the Housing Authority of the County of Alameda retains all its rights, responsibilities, and powers without any other limitation. These

retained rights, other than those specifically modified in this Memorandum of Understanding, are not subject to review pursuant to grievance and arbitration procedure contained in this MOU.

SECTION 18. SAFETY

A. HOUSING AUTHORITY SAFETY COMMITTEES.

The Union shall have the right to participate in any Housing Authority safety committee or in any other formal or informal arrangement relating to safety as may currently be in effect. The Union shall further have the right to initiate a safety committee or other formal or informal arrangement relating to safety as may be appropriate to the work situation in the event no such committee or other arrangement exists.

B. HOUSING AUTHORITY TIME.

Employees who have been formally designated as Union representatives pursuant to Subparagraph A. shall carry out their duties under this Section on Housing Authority time.

SECTION 19. NOTIFICATION OF VACANCIES

Employees who desire to make a lateral transfer to another department may request consideration for such transfer in accordance with Personnel Rules, Article 9, section 9.9.

SECTION 20. GRIEVANCE PROCEDURE

A. DEFINITION.

A grievance is defined as an allegation by an employee or group of employees that the Housing Authority has failed to provide a condition of employment which is established by the annual salary resolution, by written rules of the Housing Authority or its work units, or by this Memorandum of Understanding as adopted by resolution, provided that the enjoyment of such right is not made subject to the discretion of the Executive Director or the Housing Authority, and provided further, that the condition of employment which is the subject matter of the grievance is a matter within the scope of representation as defined in California Government Code Section 3504.

A formal grievance can only be initiated by submitting a written document and/or grievance form which includes the following required information:

1. Name(s) of grievant;
2. Class Title(s);
3. Department(s);
4. A clear statement of the nature of the grievance (citing applicable ordinance, rules or regulations or contract provisions);
5. The date upon which the event giving rise to the alleged grievance occurred;
6. The date upon which the informal discussion with the supervisor took place;

7. A proposed solution to the grievance;
8. The date of execution of the written grievance/grievance form;
9. The signature of the grievant(s).

B. EXCLUSION OF PERSONNEL COMMITTEE MATTERS.

The Grievance Procedure herein established shall have no application to matters over which the Housing Authority's Personnel Committee has jurisdiction pursuant to the Housing Authority's Personnel Rules, except in regard to allegations of discrimination as specified in Section 2 and in regard to the authorization pursuant to Section 13.D. of this Memorandum of Understanding.

C. DEPARTMENT REVIEW AND ADJUSTMENT OF GRIEVANCES.

The following is the procedure to be followed in the resolution of grievances:

1. An employee having a grievance shall first discuss it with his/her immediate supervisor and endeavor to work out a satisfactory solution in an informal manner with such supervisor.
2. If a satisfactory solution is not accomplished by informal discussion, the employee shall have the right to consult with and be assisted by a representative of his/her own choice in this and all succeeding steps of this subparagraph C. and may thereafter file a grievance in writing with his/her immediate supervisor within twenty (20) working days after the date of such informal discussion.

Within twenty (20) working days after receipt of any written grievance, the immediate supervisor shall return a copy of the written grievance to the employee with his/her answer thereto in writing. If the grievance is not resolved at this level, the employee shall have twenty (20) working days from receipt of the answer within which to file an appeal to the Personnel Officer.

3. The Personnel Officer shall have twenty (20) working days after receipt of written appeal in which to review and answer the grievance in writing. If the grievance is not resolved at this level, the employee or his/her representative shall have twenty (20) working days from receipt of the answer within which to file an appeal to the Executive Director.
4. The Executive Director shall have twenty (20) working days after receipt of written appeal in which to review, hold hearings, and answer the grievance in writing. Unless waived by mutual agreement of the employee or his/her representative and the Executive Director, a hearing is required at this step; and the employee and his/her representative shall have the right to be present at, and participate in, such hearing. The time limit at this step may be extended by mutual agreement between the Executive Director and the employee or his/her representative.
5. The Union may in its own name, file a grievance alleging that the Housing Authority has failed to provide it some organizational right which is established by

the Housing Commission's Employer/Employee Relations Rules, by written rules of the Housing Authority or its work units, or by this Memorandum of Understanding as adopted by ordinance, provided that such right is not made subject to the discretion of the department. Such Union grievances shall be filed with the Executive Director and heard and determined pursuant to the provisions of this fourth (4th) step of the grievance procedure.

D. WAIVER OF APPEAL STEPS.

If the grievance is not resolved after the first-line supervisor has answered it in writing, the Union and the Executive Director may by mutual agreement waive review of the grievance at the Personnel Officer level in those cases in which such level of management is without authority to resolve the grievance as required by the employee. Grievances raised pursuant to Section 2.A. which allege sexual harassment by the first-line supervisor may be filed initially with the Personnel Officer; grievances alleging sexual harassment by the Personnel Officer may be filed initially with the Executive Director.

E. BINDING ARBITRATION OF GRIEVANCES.

In the event that the grievance is not resolved in Step 4 of subparagraph C. herein, the grievant or his/her representative may, within thirty (30) days after receipt of the decision of the Executive Director made pursuant to said subparagraph C., request that the grievance be heard by an arbitrator, by filing a written request for arbitration with the Executive Director. Should the Union or grievant subsequently decide to abandon the grievance before the arbitration is held, then they shall promptly so advise the Housing Authority.

F. SELECTION OF ARBITRATOR.

Within ten (10) working days from the receipt of a request for arbitration, the Executive Director shall meet with the employee and/or his/her representative to attempt to select an arbitrator by mutual agreement. If the Executive Director and the employee or his/her representative are unable to agree on the selection of an arbitrator, they shall jointly request the State Mediation and Conciliation Service to submit a list of five (5) qualified arbitrators. The Executive Director and/or his/her representative and the employee or his/her representative shall then alternately strike names from the list until only one name remains, and that person shall serve as arbitrator. Participation in the selection of the arbitrator to conduct the arbitration hearing shall take place within one-hundred and twenty (120) days of the receipt of the request for arbitration, otherwise the grievance shall be deemed abandoned.

G. DUTY OF ARBITRATOR.

Except when an agreed statement of facts is submitted by the parties, it shall be the duty of the arbitrator to hear and consider evidence submitted by the parties. The arbitrator shall have no power to amend this Memorandum of Understanding, a resolution of the Housing Authority Board of Commissioners, the Housing Authority of Alameda County Personnel Rules, the Employer-Employee Relations Rules of the Housing Authority of Alameda County, ordinance, state law, or written rules of the Housing Authority or its work units, or to recommend such an amendment.

H. PAYMENT OF COSTS AND ARBITRATOR’S FEES.

The cost of arbitration, including fees and expenses of the arbitrator and the recorder, shall be borne equally by the parties.

I. EFFECT OF FAILURE OF TIMELY ACTION.

Failure of the employee to file an appeal within the required time limit at any step shall constitute an abandonment of the grievance. Failure of the Housing Authority to respond within the time limit at any step shall result in an automatic advancement of the grievance to the next step.

J. LIMITATION OF STALE GRIEVANCES.

A grievance shall be void unless presented within sixty (60) calendar days from the date upon which the Housing Authority has allegedly failed to provide a condition of employment. In no event shall any grievance include a claim for money relief for more than a sixty day (60) period.

K. EXCLUSION OF NON-RECOGNIZED ORGANIZATIONS.

For the purpose of this Section, the provisions of Section 1. of the Memorandum shall be construed to limit the employee's right of selection of a representative to the extent that agents of any other employee organization as defined in Article 2.6 of the Employer-Employee Relations Rules of the Housing Authority of Alameda County, which is not a party to this Memorandum of Understanding, are specifically excluded from so acting.

The Union shall be notified of all grievances filed pursuant to Section 20.C.2. In those cases in which the employee elects to represent himself/herself, or arranges for independent representation, the Housing Authority shall make no settlement or award which shall be inconsistent with the terms and conditions of this Memorandum of Understanding. In the event the Union shall determine that such inconsistent award has been made, the Union, on its own behalf, may file a grievance pursuant to subparagraph C.5. of this Section for the purpose of amending such award, In the event any unrepresented or independently represented employee shall elect to go to arbitration under subsection E. hereof, the Union may elect to be a full and equal party to such proceeding for the purpose of protecting the interests of its members in negotiated conditions of employment.

L. GRIEVANCE RIGHTS FOR FORMER EMPLOYEES.

A person who because of dismissal, resignation, or layoff is no longer a Housing Authority employee may file and pursue a grievance at the Executive Director level and may also pursue such grievance through the remaining levels of the grievance procedure, including binding arbitration, provided that the grievance is timely filed as provided in subsection J. hereof, that the grievance is filled no later than thirty (30) calendar days from date of issuance of the warrant complained of, that the issue would otherwise be grievable under this Section; and provided further, however, that under no circumstances may a former employee file or pursue any grievance unless it relates solely to whether such person's final pay warrant(s) correctly reflected the final salary, or fringe benefits taken in the form of cash owed to such person.

SECTION 21. DISCIPLINARY APPEALS

The Housing Authority agrees to continue in effect, during the term of this Memorandum, that provision of Article 13.4 of the Personnel Rules that provides access to binding arbitration of disciplinary appeals for tenured employees. However, the Housing Authority and the Union reserve the right to propose changes in the procedures specified in Article 13.4 for the purposes of expediting or otherwise improving the arbitration process.

SECTION 22. DISABILITY INSURANCE BENEFITS

The Housing Authority shall continue to participate under the State Disability Insurance (SDI) Program. SDI premiums shall be shared equally by the employee and the Housing Authority.

An employee otherwise eligible for disability insurance benefits shall have the choice of:

1. Not applying for disability insurance benefits and using accrued paid sick leave and then vacation leave, compensating time off, Floating Holiday pay, and/or with the consent of the Executive Director, discretionary major medical supplemental paid sick leave; or
2. Applying for disability insurance benefits and using accrued paid sick leave and/or vacation leave and/or compensating time off and/or Floating Holiday pay, and/or, with the consent of the Executive Director, discretionary major medical supplemental paid sick leave as a supplement to the disability insurance benefits. The amount of such supplement for any hour of any normal work day shall not exceed the difference between eighty percent (80%) of the employee's normal gross salary rate including premium and differential pay and any disability insurance benefits the employee receives. The employee's accrued sick leave, discretionary major medical supplemental paid sick leave, vacation leave, compensating time off, and/or Floating Holiday balances shall be charged only for the hours (to the nearest 1/10th of an hour) represented by the amount paid as such supplement. Hours, including fractions thereof, charged against the employee's accrued sick leave, discretionary major medical supplemental paid sick leave, vacation leave, compensating time off, and/or Floating Holiday balances as supplements to disability insurance benefits will be regarded as hours of paid leave of absence.

Vacation and sick leave shall be accrued sick leave, discretionary major medical supplemental paid sick leave, vacation leave, compensating time off, and/or Floating Holiday balances to the normal pay period. For purposes of determining eligibility for the Housing Authority's hospital and medical care contributions and dental coverage, employees who are receiving a supplement to disability insurance benefits paid from and charged to accrued sick leave, a discretionary major medical supplemental paid sick leave, vacation leave, compensating time off, and/or

Floating Holiday balances shall be regarded as on full-time paid status with regard to the days for which such supplement is paid.

In the event that a paid holiday occurs during a period of absence for which the employee receives disability insurance benefits, holiday pay shall be pro-rated in proportion to the amount paid to the employee as a supplement to the disability insurance benefit from accrued sick leave, discretionary major medical supplemental paid sick leave, vacation leave, compensating time off, and/or Floating Holiday balances on the day before and the day after the holiday.

The group health care health care providers will permit employees who, because of exhaustion of their accrued sick leave, discretionary major medical supplemental paid sick leave, vacation leave, compensating time off, and/or Floating Holidays balances, are dropped from health and/or dental plan coverage to re-enter the group plans upon returning to full-time work. Should the Housing Authority agree to pay more than fifty percent (50%) of the SDI premium, improve the level of integration or improve the rate of accrual of benefits for any bargaining unit not represented by SEIU, such improvement shall be extended to employees represented by SEIU.

SECTION 23. RETIREMENT PLAN

- A. Each full-time, regular employee who entered Housing Authority service on or before August 18, 2011, shall participate in the Alameda County Employee's Retirement Association and be enrolled at the Tier I level of benefits.
- B. Each full-time, regular employee who entered Housing Authority service on or after August 19, 2011, shall participate in the Alameda County Employee's Retirement Association and be enrolled at the Tier 2 level of benefits.
- C. Each full-time, regular employee who enters Housing Authority service on or after January 1, 2013, shall participate in the Alameda County Employee's Retirement Association and be enrolled at the Tier 4 level of benefits.

SECTION 24. CONTRACTING OUT

The Housing Authority shall give reasonable prior notice to the Union before entering into any contract with private firms or other employers for the performance of services currently performed by employees represented herein, when such contract can reasonably be expected to result in the layoff or reduction in hours of represented employees or in the permanent reduction of positions represented herein. If requested by the Union, the Housing Authority shall meet and confer with the Union on the decision to authorize any such contract prior to a final decision. If, as the result of any such contract, it becomes necessary to effect a reduction in force of employees represented herein, the Union reserves the right to request further meeting and conferring pursuant to Section 25 of this Memorandum of Understanding.

Nothing herein shall limit the right of the Housing Authority to make a decision to enter into contracts for services.

The Housing Authority may contract out for housing inspection services during the term of this Agreement without further negotiations with the Union.

SECTION 25. TEMPORARY EMPLOYEES

The Housing Authority shall not fill a budgeted vacant position with a temporary employee or employees for more than twelve (12) months. This does not apply to vacancies arising from an employee's leave of absence, assignment to another department, assignment to a different job classification or positions created for limited term assignments.

The Housing Authority shall provide the Housing Authority of the County of Alameda Union president, Secretary and Shop Stewards with a monthly printout of temporary employees by department, date of hire and position.

SECTION 26. NOTICE OF LAYOFFS

The Housing Authority shall give thirty (30) calendar days prior notice to the Union before effecting any layoffs which materially affect employees represented under this agreement. Upon receiving such notices, the Union may meet and confer regarding the effect of the layoff.

SECTION 27. EFFECT OF MANDATED FRINGE BENEFITS

In the event that state or federal law shall mandate the granting to employees of benefits or other terms and conditions of employment which duplicate, supplement, or otherwise impinge upon benefits or other terms and conditions of employment set forth herein, the provisions of this Memorandum of Understanding so duplicated, supplemented, or impinged upon shall be void and of no further effect as of the date the mandated benefit or term and conditions of employment becomes effective; but the parties hereto shall then meet and confer with regard to such benefit or other term and condition of employment in order to assure that the state or federal mandate does not result in an overall loss of benefits to employees.

SECTION 28. EDUCATIONAL STIPEND

Subject to the approval of the Executive Director or his/her designee of any plan submitted by an employee to engage in job-related educational courses, which shall maintain or upgrade the employee's skills on the job, or prepare the employee for promotional opportunities, the Housing Authority will pay approved educational expenses up to six-hundred dollars (\$600.00) per

employee, per fiscal year, and effective June 12, 2009, up to eight-hundred dollars (\$800.00) per fiscal year. More than one educational plan may be approved in any fiscal year, but in no event shall the stipend exceed six-hundred dollars (\$600.00) per employee, per fiscal year and effective June 12, 2009, eight-hundred dollars (\$800.00) per fiscal year. Evidence of successful completion of the education course shall be provided by the employee, prior to reimbursement by the Housing Authority.

SECTION 29. LIFE INSURANCE

The Housing Authority agrees to furnish Life Insurance coverage in the amount of twenty-thousand dollars (\$20,000.00) per employee, for all employees having six (6) months of Housing Authority service.

The Housing Authority reserves the right to select the insurer and the Housing Authority shall pay the full cost of the premium.

SECTION 30. UNIFORM ALLOWANCE

A. UNIFORMS.

The Housing Authority shall initially provide at an employee's request, each tenured Housing Maintenance Worker with: five (5) uniform shirts, four (4) uniform pants, and one (1) uniform jacket; thereafter, said employee shall receive upon their request: five (5) uniform shirts and five (5) uniform pants every twelve (12) months.

The Housing Authority shall initially provide at an employee's request, each tenured Groundswoker with: five (5) uniform shirts and one (1) uniform jacket. Thereafter, said employee shall receive upon their request five (5) uniform shirts every twelve (12) months.

B. WORK BOOTS.

Each tenured employee shall receive a reimbursement of the actual cost, not to exceed three hundred dollars (\$300.00) for non-slip, thick soled, high top, leather, work boots once every twelve (12) months. Such uniforms and work boots must be worn in the performance of maintenance duties unless waived by the employee's supervisor.

Temporary employees shall be eligible for the uniform shirts after six (6) months and shall return said shirts to the Housing Authority at the end of their temporary employment if they do not become tenured.

SECTION 31. SAVINGS CLAUSE

If any provision of this Memorandum of Understanding shall be held invalid by operation of law or by any court of competent jurisdiction, or if compliance with or enforcement of any provision shall be restrained by any tribunal, the remainder of this Memorandum of Understanding shall not

be affected thereby, and the parties shall enter into negotiation for the sole purpose of arriving at a mutually satisfactory replacement for such provision.

SECTION 32. SCOPE OF THE AGREEMENT

This Memorandum of Understanding sets forth the full and entire understanding of the parties regarding matters set forth herein on all subjects upon which the parties did bargain or could have bargained.

Except as provided in the “Savings Clause”, each party agrees that the other shall not be obligated to bargain collectively, during the term of this Memorandum of Understanding, with respect to any subject matter that could have been bargained, or that is referred to or addressed in this Memorandum of Understanding. Any and all prior or existing Memoranda of Understanding, understandings, or agreements that conflict with the matters set forth herein, whether formal or informal, are hereby superseded and terminated in their entirety. Existing policies, rules, ordinances and resolutions that do not conflict with the matters set forth herein remain in effect.

SECTION 33. ENACTMENT

It is agreed that the foregoing shall be jointly submitted to the Housing Authority of the County of Alameda Housing Commission by the Executive Director and the Unions for the Commissioners' consideration and approval.

Upon such adoption, the provisions of this Memorandum of Understanding shall supersede and control over conflicting or inconsistent Housing Authority resolutions.


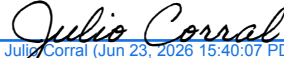



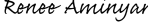
SECTION 34. NO STRIKE/NO LOCKOUT

- A. During the term of the Agreement, SEIU, its members and representatives agree that it and they will not engage in, authorize, or sanction a strike, stoppage of work, or withdrawal of service.
- B. The Housing Authority will not lockout employees during the term of this Memorandum of Understanding.

SECTION 35. TERM OF MEMORANDUM

This Memorandum of Understanding shall become effective as of July 1, 2025, except as otherwise provided herein, upon the approval of the Housing Authority of the County of Alameda Housing Commission and shall remain in effect up to and including June 30, 2028. This term comes with the mandate that the Parties commence successor Memorandum of Understanding negotiations no later than January 1, 2028.

Signed and entered into this 8th day of June 2026:

FOR HOUSING AUTHORITY OF THE COUNTY OF ALAMEDA:	FOR SEIU LOCAL 1021:
 Jack Hughes (Jun 9, 2026 17:39:46 PDT) Jack Hughes, Liebert Cassidy Whitmore	 Julio Corral (Jun 23, 2026 15:40:07 PDT) Julio Corral, Labor Representative
 Kemit Mawakana, Deputy Executive Director	 Peter Masiak (Jun 23, 2026 20:07:16 PDT) Peter Masiak, East Bay Field Director
 Mansoorali Hudda, Finance Director	 David Canham (Jun 30, 2026 10:13:56 PDT) David Canham, Executive Director
 Mildred Otis, Human Resources Manager	 Qais Aziz (Jun 10, 2026 08:42:11 PDT) Qais Aziz, Housing Specialist
 Roger Escobar, Housing Programs Manager	 Janella Wheeler (Jun 12, 2026 14:51:42 PDT) Janella Wheeler, Eligibility Technician
	 Nerissa Abrams, Leasing Services Leadworker
	 Renee Aminyar, Eligibility Technician
	 Tara Ferguson (Jun 18, 2026 15:10:28 PDT) Tara Ferguson, Eligibility Technician
	Melanie Narain, Housing Technician

Addendum A

(AS A REFERENCE TO SECTION 8.L. BEREAVEMENT LEAVE)

A "domestic partnership" shall exist between two persons, one of whom is an employee of the Housing Authority, covered by this Memorandum of Understanding, regardless of his/her gender and each of them shall be the "domestic partner" of the other if they both complete, sign, and cause to be filed with the Housing Authority an "Affidavit of Domestic Partnership" attesting to the following:

- a. the two parties reside together and share the common necessities of life;
- b. the two parties are: not married to anyone; eighteen years or older; not related by blood closer than would bar marriage in the State of California; and mentally competent to consent to contract;
- c. the two parties declare that they are each other's sole domestic partner and they are responsible for their common welfare;
- d. the two parties agree to notify the Housing Authority if there is a change of circumstances attested to the affidavit;
- e. the two parties affirm, under penalty of perjury, that the assertions in the affidavit are true to the best of their knowledge.

Termination. A member of a domestic partnership may end said relationship by filing a statement with the Housing Authority. In the statement, the person filing must affirm, under penalty of perjury, that: 1) the partnership is terminated, and 2) a copy of the termination statement has been mailed to the other partner.

New Statements of Domestic Partnership. No person who has filed an affidavit of domestic partnership may file another such affidavit until six months after a statement of termination of the previous partnership has been filed with the Housing Authority.

The Housing Authority agrees to follow the County of Alameda in how they treat the certification of, and dissolution of domestic partnerships in terms of employee enrollment and re-enrollment for health care coverage.

HOUSING AUTHORITY OF ALAMEDA COUNTY
BI-WEEKLY SCHEDULE - FISCAL YEAR 2026-2027
Effective: PP26-13
Start Date: 06/06/2026

Pay Date: 07/02/2026

ITEM #	CLASSIFICATION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	APPROXIMATE		Bi-weekly Hours	Hourly Rates				
							LOW	HIGH		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
							Monthly							
3604	Clerical Aide	\$ -	\$ -	\$ -	\$ -	\$ 1,386.00	\$ 3,003.00	\$ 3,003.00	75	\$ -	\$ -	\$ -	\$ -	\$ 18.48
3615	Eligibility Clerk	\$ -	\$ 2,123.25	\$ 2,210.25	\$ 2,302.50	\$ 2,393.25	\$ 4,600.38	\$ 5,185.38	75	\$ -	\$ 28.31	\$ 29.47	\$ 30.70	\$ 31.91
3618	Administrative Clerk	\$ 2,253.75	\$ 2,349.00	\$ 2,441.25	\$ 2,565.75	\$ 2,668.50	\$ 4,883.13	\$ 5,781.75	75	\$ 30.05	\$ 31.32	\$ 32.55	\$ 34.21	\$ 35.58
3622	Account Specialist	\$ 2,355.00	\$ 2,461.50	\$ 2,567.25	\$ 2,682.75	\$ 2,799.75	\$ 5,102.50	\$ 6,066.13	75	\$ 31.40	\$ 32.82	\$ 34.23	\$ 35.77	\$ 37.33
3625	Stenographer	\$ -	\$ -	\$ 2,224.50	\$ 2,333.25	\$ 2,434.50	\$ 4,819.75	\$ 5,274.75	75	\$ -	\$ -	\$ 29.66	\$ 31.11	\$ 32.46
3635	Eligibility Technician	\$ 2,498.25	\$ 2,630.25	\$ 2,738.25	\$ 2,844.75	\$ 2,969.25	\$ 5,412.88	\$ 6,433.38	75	\$ 33.31	\$ 35.07	\$ 36.51	\$ 37.93	\$ 39.59
3638	Eligibility Leadworker	\$ 3,184.50	\$ 3,342.75	\$ 3,508.50	\$ 3,685.50	\$ 3,867.00	\$ 6,899.75	\$ 8,378.50	75	\$ 42.46	\$ 44.57	\$ 46.78	\$ 49.14	\$ 51.56
3640	Housing Technician	\$ 2,406.00	\$ 2,530.50	\$ 2,652.00	\$ 2,784.75	\$ 2,922.00	\$ 5,213.00	\$ 6,331.00	75	\$ 32.08	\$ 33.74	\$ 35.36	\$ 37.13	\$ 38.96
3645	Housing Op Trainee	\$ -	\$ -	\$ -	\$ -	\$ 2,561.25	\$ 5,549.38	\$ 5,549.38	75	\$ -	\$ -	\$ -	\$ -	\$ 34.15
3650	Housing Specialist	\$ 2,952.00	\$ 3,086.25	\$ 3,229.50	\$ 3,387.00	\$ 3,542.25	\$ 6,396.00	\$ 7,674.88	75	\$ 39.36	\$ 41.15	\$ 43.06	\$ 45.16	\$ 47.23
3652	Housing Inspector	\$ 2,573.25	\$ 2,676.00	\$ 2,805.75	\$ 2,946.75	\$ 3,085.50	\$ 5,575.38	\$ 6,685.25	75	\$ 34.31	\$ 35.68	\$ 37.41	\$ 39.29	\$ 41.14
3655	Property Management Assistant	\$ 2,657.25	\$ 2,779.50	\$ 2,904.75	\$ 3,049.50	\$ 3,186.75	\$ 5,757.38	\$ 6,904.63	75	\$ 35.43	\$ 37.06	\$ 38.73	\$ 40.66	\$ 42.49
3656	Leasing Svc Leadworker	\$ 3,184.50	\$ 3,342.75	\$ 3,508.50	\$ 3,685.50	\$ 3,867.00	\$ 6,899.75	\$ 8,378.50	75	\$ 42.46	\$ 44.57	\$ 46.78	\$ 49.14	\$ 51.56
3658	Housing Management Leadworker	\$ 3,398.25	\$ 3,577.50	\$ 3,765.00	\$ 3,963.75	\$ 4,172.25	\$ 7,362.88	\$ 9,039.88	75	\$ 45.31	\$ 47.70	\$ 50.20	\$ 52.85	\$ 55.63
3662	FSS Coordinator	\$ 2,657.25	\$ 2,779.50	\$ 2,904.75	\$ 3,049.50	\$ 3,186.75	\$ 5,757.38	\$ 6,904.63	75	\$ 35.43	\$ 37.06	\$ 38.73	\$ 40.66	\$ 42.49
3661	FSS Leadworker	\$ 3,184.50	\$ 3,342.75	\$ 3,508.50	\$ 3,685.50	\$ 3,867.00	\$ 6,899.75	\$ 8,378.50	75	\$ 42.46	\$ 44.57	\$ 46.78	\$ 49.14	\$ 51.56
3690	Groundsworker	\$ 2,463.20	\$ 2,564.00	\$ 2,696.80	\$ 2,809.60	\$ 2,936.00	\$ 5,336.93	\$ 6,361.33	80	\$ 30.79	\$ 32.05	\$ 33.71	\$ 35.12	\$ 36.70
3680	Hsg Maintenance Worker I	\$ -	\$ -	\$ 2,304.80	\$ 2,416.80	\$ 2,507.20	\$ 4,993.73	\$ 5,432.27	80	\$ -	\$ -	\$ 28.81	\$ 30.21	\$ 31.34
3685	Hsg Maintenance Worker II	\$ -	\$ -	\$ -	\$ -	\$ 3,428.00	\$ 7,427.33	\$ 7,427.33	80	\$ -	\$ -	\$ -	\$ -	\$ 42.85