

***SEIU Local 1021
City of Oakland
Tentative Agreement Package***

***Compiled August 20, 2025
For Union Member Review Only***



The City offers the following comprehensive package proposal in the interest of reaching an agreement promptly. The City retains the right to withdraw or modify these proposals at any time with or without notice in a manner consistent with applicable law.

1. Term of the Agreement

17.1 Duration

Except as stated in specific sections of this Agreement, this Agreement shall become effective upon ratification by the City Council and employees, and shall remain in effect through ~~June 30, 2025~~ June 30, 2026.

2. Salary

MOU Section 5.1 Salary Schedules

5.1.1 Salary Increase (SB1, SC1, SD1 and SI1)

First full pay period following July 1, 2022: 5%

[To be eligible, a unit member must be a current employee in active status upon City Council adoption of the 2021 – 2022 MOU.]

First full pay period following July 1, 2023: 2.5%

[To be eligible, a unit member must be a current employee in active status upon City Council adoption of the 2022 – 2023 MOU.]

First full pay period following January 1, 2024: 2.5%

[To be eligible, a unit member must be a current employee in active status on January 1, 2024.]

First full pay period following July 1, 2024: 2%

[To be eligible, a unit member must be a current employee in active status on July 1, 2024.]

First full pay period following March 1, 2025: 2%

[To be eligible, a unit member must be a current employee in active status on March 1, 2025.]

SEE APPENDIX B – SALARY SCHEDULES

MOU Section 5.1.2 Signing Bonus One-Time Payment (SB1, SC1, SD1, and SI1)

Effective the first full pay period following both Union ratification and final adoption by the City Council at a regularly scheduled council meeting in accordance with the Brown Act, a one-time signing bonus, not subject to CalPERS, of \$3,000 will be paid to eligible employees as described below. To be eligible, the employee shall be in active status or non-pay status for the entire pay period for which the bonus is paid, and the employee must be either a permanent full-time, permanent part-time, or a temporary part-time employee. The bonus will be paid to eligible employees as follows:

- \$3,000 for permanent full-time employees or
- \$2,500 for permanent part-time employees or
- \$1500 for temporary part-time employees who were paid for 480 hours or more from September 14, 2024 through September 12, 2025
- \$750 for temporary part-time employees who were paid for between 20 hours to 479 hours from September 14, 2024 through September 12, 2025

Such a bonus is subject to required tax deductions. The bonus may be paid in an off-cycle payment.

MOU Section 5.1.3 Triggered Salary Increase (SB1, SC1, SD1, and SI1)

If the FY 2025-2026 General Purpose Fund unrestricted revenues (excluding Real Property Sales, Legal Settlements, and Insurance Proceeds), as forecast in the Third Quarter Revenue & Expenditure Report for FY 2025-2026, exceed the General Purpose Fund unrestricted revenues (excluding Real Property Sales, Legal Settlements, and Insurance Proceeds) for FY 2025-26 as approved in the FY 2025-26 Adopted Policy Budget, then for every \$150,000 in excess revenues the City shall provide an increase in wages of 0.05%, not to exceed 3%, effective the pay period beginning Saturday May 23, 2026.

If the FY 2025-2026 General Purpose Fund unrestricted revenues (excluding Real Property, Sales Legal Settlements and Insurance Proceeds), in the audited actuals for FY 2025-2026, exceed the General Purpose Fund unrestricted revenues (excluding Real Property Sales, Legal Settlements, and Insurance Proceeds) for FY 2025-26 as approved in the FY 2025-26 Adopted Policy Budget, then for every \$150,000 in excess revenues the City shall provide an

increase in wages of 0.05%, less any increase that was already provided based upon the Third Quarter Revenue & Expenditure Report as provided for in the preceding paragraph, and not to exceed 3% in total including any percentage provided in the paragraph above, such additional increase shall be effective the first full pay period after December 31, 2026.

Union agrees to the following proposals as noted in SEIU's package proposal on August 7, 2025:

3. Union Proposal #7 Sanctuary City Policy
 - City Counter Proposal 8/7/2025
4. Measure C First 5 Alameda Side Letter
 - City Counter Proposal 7/15/2025
5. Union Proposal #15 Telecommuting
 - City Counter Telecommuting Letter of Understanding 7/3/2025

Union agrees to withdraw:

- Union Proposal #16 RIF Side Letter
- Union Proposal #2 Contracting Out

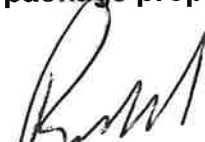
Tentative Agreements

The City and Union agree to include all tentative agreements reached by the parties as of August 7, 2025.

- City Proposal #1 Pandemic Service Stipend (6/12/2025)
- Union Response to City Proposal #2 Safety Shoe Voucher (6/3/25)
- City Response to Union Counter Proposal on City Proposal #4 Injury and Illness During Probation (6/12/2025)
- Union Counter to City Proposal #6 Appendix K Equity (6/17/25)
- City Counter Proposal to Union Proposal #9 Special Premium Pay (6/24/2025)
- City Counter Proposal to Union Proposal #10 Special Premium Pay (6/24/2025)
- Union Proposal Extension Agreement (6/24/2025)
- Union Response to City Proposal #3 Professional Development Reimbursement (7/3/2025)
- City Counter Proposal to Union Proposal #19 Notice of Administrative Interview (7/8/2025)
- City Counter Proposal to Union Proposal #3 Reduction in Force (7/15/2025)
- City Counter Proposal to Union Proposal #5 Paid Administrative Leave (7/24/2025)


City of Oakland and SEIU, Local 1021 Contract Negotiations 2025
City of Oakland to SEIU, Local 1021
City Package Proposal #1 version 3
DATE: August 18, 2025

The City and the Union both agree to withdraw all other proposals and counter-proposals not previously tentatively agreed to or specifically addressed in this package proposal.

 8/18/25
Peter Masiak, Chief Spokesperson

 8/18/25
Antoinette Blue, Chapter President

 8/18/2025
Dania Torres Wong, Chief Spokesperson

 08/18/25
Mark Love, ER Manager



SEIU Local 1021 City of Oakland Bargaining Team

2025 Contract Negotiations

Date: 6/24/2025

Extension Agreement

The Parties agree to extend the term of the Memorandum of Understanding (MOU) to expire on July 31, 2025. This extension includes all contract provisions, sideletters, and appendices.

A. Blue

Antoinette Blue,
City of Oakland Chapter President SEIU 1021

P. Masiak

Peter Masiak,
Chief Negotiator SEIU 1021

Dania Torres Wong 6/24/2025

Dania Torres Wong
Chief Negotiator, City of Oakland

M. Love 06/24/2025

Mark Love,
Employee Relations Manager,
City of Oakland

5.5.1 Special Premium Pay (Applies to SB1, SC1, and SD1 only)

The City agrees to pay the following premium pay:

5.5.1.1 Heavy Equipment Operator, Street Maintenance Leader, or Truck Driver when assigned to the Sewer Maintenance Section of the Maintenance Services Department, shall be paid an additional seventy-six (\$.76) cents per hour for each day assigned to work in an active sewer.

5.5.1.2 A Public Works Maintenance Worker in the Maintenance Services Department, when assigned to and operating the three-quarter (3/4) ton to one (1) ton vacuum street cleaner, shall be paid an additional fifty-nine (\$.59) cents per hour.

5.5.1.3 A Library Aide, Library Assistant, Senior Library Assistant, Librarian I or Librarian II, when assigned and in charge of a branch library, shall be paid an additional one dollar and seventy-five cents (\$1.75) an hour. This premium pay can be received in hourly increments and only one unit member at a time can receive this special premium pay. The unit member does not qualify for this premium pay during period(s) of paid leave.

5.5.1.4 A permanent unit member shall be paid an additional fifty-nine (\$.59) cents per hour for each day assigned to lead Court Assignees.

5.5.1.5 Unit members with a valid Class B license, assigned to and operating a vehicle that requires a Class B license shall be paid an additional ninety-six cents (\$0.96) per hour.

5.5.1.6 Unit members with a valid Class A license, assigned to operate or drive a vehicle that requires a Class A driver's license shall be paid an additional one dollar and twenty cents (\$1.20) per hour.

5.5.1.7 Unit members with the proper license and certification, assigned to operate or drive a Hydro Flusher or 10-wheel dump truck shall be paid an additional ninety-six (\$.96) per hour.

5.5.1.8 Unit members shall be paid an additional seventy-four (\$.74) cents per hour when applying herbicides or pesticides that are classified as restricted materials by the State of California, Department of Food and Agriculture.


Petron Masia


Antonio Blue


Dana Torres-Wang

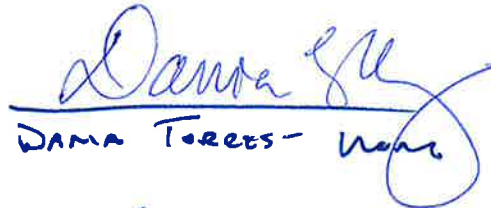

Mike Long

5.5.10 Special Premium Pay for Temporary Part-Time Unit Members (SI1)

5.5.10.1 A Library Aide, Library Assistant, Librarian I or Librarian II, when assigned and in charge of a branch library, shall be paid as additional one dollar and seventy-five cents (\$1.75) an hour. This premium pay can be received in hourly increments and only one unit member at a time can receive this premium pay. The unit member does not qualify for this premium pay during period(s) of paid leave.




PETER MASIA



DANA TORRES - none 6/24/2025



ANTOINETTE BUSS



MAX LOVE 06/24/25

City of Oakland and SEIU, Local 1021 Contract
Negotiations 2025
City of Oakland to SEIU, Local 1021

CP# 1

Date: 6/3/2025 and 6/12/2025

8.1.9 Pandemic Service Stipend (Sick Leave)

~~Effective upon expiration of the current state of California provided sick leave designated CB 114 (SPSL) leave, each full-time bargaining unit member will receive a one-time benefit of five (5) days (1 work week) of SB 114 (SPSL) sick leave. This sick leave shall expire three (3) months after it is issued by the City.~~

~~*Part-time employees (SB1, SC1, and SD1) in paid status on adoption will receive vacation and SB 114 (SPSL) time pro-rated based on their schedule.~~

10.8.1 Pandemic Service Stipend (Extra Vacation Leave)

~~Effective the first full pay period following City Council adoption, each full-time bargaining unit member will receive a one-time benefit of five (5) days (1 work week) of Extra Vacation Leave.~~

For SEIU:



Peter Masiak
Chief Spokesperson

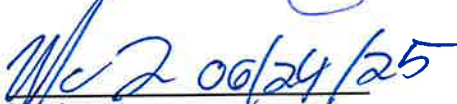


Antoinette Blue
Oakland Chp. President

For City:

 6/24/2025

Dania Torres Wong
Chief Spokesperson

 06/24/25

Mark Love
ER Manager

City of Oakland and SEIU, Local 1021 Contract Negotiations 2025
City of Oakland to SEIU, Local 1021
City Proposal (CP) #:
DATE: 6/12/25

New Section

14.4.3

Injury Or Illness During Probationary Period

If a unit member has been unable to perform the full duties of the position for a period of thirty (30) days or more because of injury or illness, the City may extend the entry and promotional probationary periods by the period of time lost as a result of such illness or injury. In addition, the City shall not be required to complete performance appraisals during periods when the unit member is unable to perform the full duties of the position for a period of thirty (30) days or more because of injury or illness. Probationary performance appraisals timelines will be extended to conform with the length of the unit member's leave.

For SEIU:



Peter Masiak
Chief Spokesperson

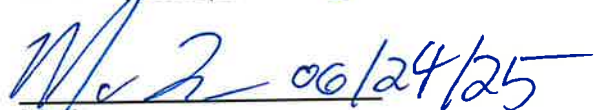


Antoinette Blue
Oakland Chp. President

For City:



Dania Torres Wong
Chief Spokesperson



Mark Love
ER Manager



SEIU Local 1021 City of Oakland Bargaining Team

2025 Contract Negotiations

Date: 6/17/2025

City Proposal (CP) #: 6

DATE: June 17, 2025

APPENDIX K

EQUITY

~~Unit members in the below classifications (applies to SB1, SC1, SD1, and SI1) will receive an equity adjustment of 3% effective the first full pay period of October 2022:~~

- ~~• Specialty Combination Inspector~~
- ~~• Specialty Combination Inspector, Senior~~
- ~~• Police Communication Dispatcher~~
- ~~• Fire Communications Dispatcher~~
- ~~• Construction Inspector~~
- ~~• Construction Inspector, Sr.~~
- ~~• Public Works Maintenance Worker~~
- ~~• Sewer Maintenance Worker~~
- ~~• Librarian II~~
- ~~• Parking Control Technician~~
- ~~• Park Attendant~~

Unit members hired into the classification of Police Communications Dispatcher or Fire Communications Dispatcher following the Oakland City Council's adoption of this Agreement shall receive a \$500.00 (five hundred dollars) bonus upon successful completion of their probationary period.

Unit members who are laterally hired into the classification of Police Communications Dispatcher or Fire Communications Dispatcher following the Oakland City Council's adoption of this Agreement shall serve a six (6) month probationary period.



SEIU Local 1021 City of Oakland Bargaining Team

2025 Contract Negotiations

Date: 6/17/2025

City Proposal (CP) #: 6

DATE: June 17, 2025

For SEIU:

Peter Masiak, Chief Spokesperson

Antoinette Blue, Oakland Chp. President

For City:

Dania Torres Wong, Chief Spokesperson

Mark Love, ER Manager

City of Oakland and SEIU, Local 1021 Contract Negotiations 2025

City of Oakland to SEIU Local 1021

City Proposal (CP) #: 2

DATE: 6/3/25

3:46pm

5.6.5 Safety Shoe Voucher (Applies to SB1, SC1, SD1, SI1)

The City may require unit members to wear safety shoes while performing duties for the City. Unit members serving in the following classifications shall wear safety shoes:

| | |
|--|---|
| Animal Care Attendant | Library Aides or Library Assistants who are designated and assigned to delivery or sorting services in the sorting area of the Main Library |
| Animal Control Officer | Maintenance Mechanic |
| Auto Equipment Mechanic | Painter |
| Auto Equipment Painter | Park Attendant |
| Auto Equipment Service Worker | Park Equipment Operator |
| Blacksmith Welder | Parking Control Technician |
| Carpenter | <u>Parking Control Technician II</u> |
| <u>Community Intervention Specialist (CIS)</u> | Parking Meter Collector |
| Concrete Finisher | Parking Meter Repair Worker |
| Construction and Maintenance Mechanic | Plumber |
| Construction Inspector | Police Evidence Technician |
| Custodian (on the route) | Police Service Technician II |
| Electro. Mechanical Machinist | Public Works Maintenance Worker |
| <u>Emergency Medical Technician (MACRO EMT)</u> | Reproduction Assistant |
| Equipment Body Repair Worker | Reprographic Offset Operator |
| Equipment Parts Technician | Senior Construction Inspector |
| Fire Equipment Technician | Senior Specialty Combination Inspector |
| Fire Prevention Bureau Inspector | Sewer Maintenance Leader |
| Fire Suppression District Inspector | Sewer Maintenance Worker |
| Food Program Coordinator | Sign Maintenance Worker |
| Food Service Worker | Specialty Combination Inspector |
| Gardener Crew Leader | Stationary Engineer (and PPT) |
| Gardener I | Storekeeper |
| Gardener II | Street Maintenance Leader |
| Greenskeeper | Street Sweeper Operator |
| Hazardous Materials Inspector II | Tree High Climber |
| Heavy Equipment Mechanic | Traffic Painter |
| Heavy Equipment Operator | Tree Trimmer |
| Heavy Equipment Service Worker | Tree Worker/Driver |
| Environmental Enforcement Officer | |
| Irrigation Specialist | |

In addition, the City shall make available at each branch library slip-on safety shoes for those unit members who may be incidentally assigned to perform receiving/sorting activities.

5.6.5.1 City Contribution (Applies to SB1, SC1, and SD1 only)

For each unit member required by the City to wear safety shoes (and not listed below in section 5.6.5.2), the City shall provide a voucher from the City designated department for two hundred dollars (\$200) annually toward the cost of acquiring one (1) pair of safety shoes and related shoe supplies as appropriate for the unit member's position through the City vendor. Vouchers will be available in January of each fiscal year. "Safety shoes" means foot protection that complies with the requirements of Cal/OSHA – Title 8, Subchapter 7, Group 2, Article 10, §3385 Foot Protection.

5.6.5.2 Positions Eligible for Second Voucher (Applies to SB1, SC1, and SD1 only)

For each unit member required by the City to wear safety shoes and assigned for at least six (6) consecutive months to one or more of the following classifications: Street Sweeper Operator, Heavy Equipment Operator when assigned to KOCB, Parking Meter Collector, Sewer maintenance Worker, Sewer Maintenance Leader, Public Works Maintenance Worker assigned to KOCB, Street Maintenance Leader assigned to KOCB, Traffic Painter, Painter assigned to Graffiti, the classifications assigned to the Heavy Pavement Crew and the classifications assigned to the Undulation Crew, the City shall provide vouchers from a City vendor for two hundred dollars (\$200) bi-annually toward the cost of acquiring safety shoes and related shoe supplies as appropriate for the unit member's position. Vouchers will be available in January and August of each fiscal year. The City shall provide the vouchers during January and August of each fiscal year. "Safety shoes" means foot protection that complies with the requirements of Cal/OSHA – Title 8, Subchapter 7, Group 2, Article 10, §3385 Foot Protection.

5.6.5.3 Newly Employed Unit Members (Applies to SB1, SC1, and SD1 only)

Unit members newly employed shall be provided a voucher and an opportunity to acquire safety shoes and related supplies within thirty (30) days of their first day of work and during each following January.

5.6.5.4 Additional Classifications (Applies to SB1, SC1, SD1, and SI1)

City of Oakland and SEIU, Local 1021 Contract Negotiations 2025

City of Oakland to SEIU Local 1021

City Proposal (CP) #:

DATE:

This Agreement shall not preclude the City from adding additional classifications, subject to the meet and confer process with the Union and the City's Employee Relations Officer.

For SEIU:




Peter Masiak
Chief Spokesperson

Antoinette Blue
Oakland Chp. President

For City:

 6/24/2025

Dania Torres Wong
Chief Spokesperson

 06/24/25

Mark Love
ER Manager

14.5.1.1 Notice of Administrative Interview

Except in instances of gross misconduct where immediate action is necessary, if the City intends to conduct a formal administrative interview that may result in disciplinary action, a subject unit member shall receive three (3) working days notification of the time and place of the interview in writing, with a simultaneous email and copy to the Union. The time may be extended by mutual agreement. Subject unit members shall receive notice of the results of the investigation. A witness unit member employed in the Police Department who is subject to an internal affairs investigation shall receive three (3) working days' written notification of the time and place of the interview with a simultaneous email and copy to the Union.

For the Union

Date: 7/8/2025

[Signature]

A. Bone

For the City

Date: 7/8/2025

[Signature]

[Signature]

City of Oakland and SEIU, Local 1021 Contract Negotiations 2025
City of Oakland to SEIU, Local 1021
City Proposal (CP) #:
DATE:

14.14

Professional Development Reimbursement (Applies to SB1, SC1, and SD1 only)

The City agrees to provide each unit member in classifications listed in Appendix C, List of Classifications That Receive Professional Development Reimbursement, Section 14.14, with up to two hundred and fifty dollars (\$250) per year for reimbursement of items related to professional development. Such items may include books, subscriptions to professional journals or magazines, dues to professional organizations that are related to current employment, job-related tools and equipment, registration, application or examination fees for registration or certification within their profession, and expenses related to professional development including research and training. Requests for reimbursement must be submitted with a receipt in aggregate amounts of at least twenty-five dollars (\$25). However, all receipts for reimbursement, whatever the aggregate value, must be submitted before the end of the fiscal year, and by June 1, if feasible.

The City reserves the right to incorporate additional classifications during the term of the contract with the City Administrator's approval.

City of Oakland and SEIU, Local 1021 Contract Negotiations 2025

City of Oakland to SEIU, Local 1021

City Proposal (CP) #:

DATE:

| | |
|--------------------------------|---|
| Heavy Equipment Service Worker | Specialty Combination Inspector, Senior |
| Help Desk Specialist | Tax Auditor I |
| Home Based Visitor | Tax Auditor II |
| Librarian I | Tax Enforcement Officer II |
| Librarian I, PPT | Tax Representative II |
| Librarian II | |

Date 7/3/2025

[Signature]
for City

[Signature]
for City

Date 7/7/25

[Signature]
for Union

A. Blue
for Union

14.2 Reduction in Force (Applies to SB1, SC1, and SD1 only)

The City shall attempt, insofar as possible, to accomplish any reduction in force by attrition rather than by layoff. The City agrees to keep the Union advised of financial planning that contemplates reduction of unit members at least ~~six (6) months~~ one hundred and twenty (120) calendar days in advance. The City will provide the Union with a listing of classifications that may potentially be reduced at a future date. In the event that a reduction in force is required, it shall be carried out in accordance with the Personnel Manual and the following principles:

14.2.1 A reduction in force shall be effected on a City-wide basis for each classification to be reduced. Unit members in classifications affected by a reduction in force who are not subject to layoff may, with City approval, volunteer to be laid off.

14.2.2 Seniority in the affected class shall be a primary factor in accomplishing such a reduction in force.

14.2.3 At least ~~two (2) weeks'~~ thirty five (35) calendar days' notice of any reduction in force shall be provided by the City to ~~affected~~ unit members in the affected classification.

14.2.4 In recall from layoff, the last person laid off shall be the first recalled.

14.2.5 A layoff (reinstatement) list shall remain in effect for a period of three (3) years.

14.2.6 It is anticipated, in the case of a City reduction in force, that no unit member will be required to take accrued vacation prior to layoff.

14.2.7 The City will not use participants in any welfare-to-work program, outside contractors, paid or unpaid volunteers, or non-permanent City employees to replace or reduce the hours of current bargaining unit members or eliminate budgeted bargaining unit positions represented by the Union in classifications affected by reductions in force.

14.2.8 Upon the Union's request, the City will provide reports to the Union regarding the level of the City's participation in outside programs that could have an impact on working conditions of bargaining unit members.

14.2.9 Further impacts on Union represented positions that may occur as a result of the City's participation in welfare-to-work programs shall be subject to meet and confer.

14.2.10 In the event of a Reduction in Force (RIF), in addition to the rights set forth in the Personnel Manual/Civil Service Rules, the City will make reasonable efforts to "redeploy" qualified individuals who have been laid off from City employment. This section shall sunset at the end of this MOU, ~~June 30, 2015.~~ June 30, 2026.

14.2.11 The redeveloped unit member shall remain on the Reinstatement List in accordance with the Personnel Manual/Civil Service Rules. ~~The exercise of City powers described herein shall neither be subject to the City's Civil Service appeal provisions, nor subject to the grievance procedures in the MOU, provided that complaints may be filed solely in regards to alleged acts of discrimination in accordance with Administrative Instruction 71 (dated April 1, 2004).~~

14.2.12 Nothing herein shall interfere with management's right to determine layoffs and such rights shall not be subject to the grievance procedure or civil service review. Further, nothing herein shall void or supersede the City's right to terminate a represented employee for cause as described in the current MOU and City's Personnel rules.

14.2.13 With the exception of 14.2.12 above, nothing herein prevents the filing of a grievance regarding the misapplication of the specific provision in this reduction in force article.

~~Nothing herein shall void or supersede the City's right to terminate a represented employee for cause as described in the current MOU and City's Personnel rules~~

For SEIU 1021


Person Marine


A. Bane
Argument BLUE

For City of Oakland

 7/15/2025



City of Oakland and SEIU, Local 1021 Contract Negotiations 2025
City of Oakland to SEIU, Local 1021
City Counter Proposal to Union Proposal (CCP) #: 5
DATE: July 24, 2025

14.19.5 Paid Administrative Leave (Applies to SB1, SC1, and SD1)

Employees placed on Paid Administrative Leave will be paid at their regular rate of pay including all differentials and premiums to which they would normally be entitled as required by law.

14.26 Temporary Part-time Paid Administrative Leave for a Personnel Investigation (Applies to SI1)

Temporary Part-time (TPT) employees placed on paid administrative leave for a personnel investigation will be compensated for all scheduled shifts during the pay period they are placed on administrative leave.

3.7 Distribution of Information (SB1, SC1, SD1, SD1 and SI1 as Designated)

New Section Paid Administrative Leave Report

Upon union request, the City shall provide the union a paid administrative leave report for the last three months of bargaining unit members on paid administrative leave in March, June, September, and December of each year. The report will include the name of the bargaining unit employee, title, department code, organization, and pay periods on paid administrative leave.

For the Union



PETER MASINE

For the City



DANA TORRES-WANA



ANTOINETTE BLUE



MARK LONZ

SEIU Proposal #7 City Counter Proposal: City Guidance and Employee Training Regarding
Federal Immigration Enforcement in the Workplace

Date: 8/7/2025

Side Letter

The parties agree that with the increase in Federal Immigration Enforcement Activities, employees of the City of Oakland shall be provided guidance on how to respond to such activities at the workplace to ensure that employees are not required to provide any other assistance other than what is required by law.

To ensure that there is a city-wide understanding of what is required by law and what is not expected outside of the legal requirements, the parties agree to the following:

- a. The City shall establish a citywide guideline for employees regarding responses to any workplace immigration activity.
- b. A draft of the guidelines shall be reviewed and discussed at labor management committee consistent with Article 16 of the MOU. The initial labor management committee meeting on this topic shall occur no later than sixty (60) calendar days following ratification of this agreement.
- c. Once the guideline is finalized city wide, training shall be provided through the City's Learning and Organizational Development Unit. Initial priority shall be for those classifications that provide direct programs and services to the public.

SEIU Proposal #7 City Counter Proposal: City Guidance and Employee Training Regarding
Federal Immigration Enforcement in the Workplace

Date: 8/7/2025

Side Letter

The parties agree that with the increase in Federal Immigration Enforcement Activities, employees of the City of Oakland shall be provided guidance on how to respond to such activities at the workplace to ensure that employees are not required to provide any other assistance other than what is required by law.

To ensure that there is a city-wide understanding of what is required by law and what is not expected outside of the legal requirements, the parties agree to the following:

- a. The City shall establish a citywide guideline for employees regarding responses to any workplace immigration activity.
- b. A draft of the guidelines shall be reviewed and discussed at labor management committee consistent with Article 16 of the MOU. The initial labor management committee meeting on this topic shall occur no later than sixty (60) calendar days following ratification of this agreement.
- c. Once the guideline is finalized city wide, training shall be provided through the City's Learning and Organizational Development Unit. Initial priority shall be for those classifications that provide direct programs and services to the public.

City of Oakland and SEIU, Local 1021 Contract Negotiations 2025
City of Oakland to SEIU, Local 1021
City Counter Proposal to Union (UP) # 4
DATE: July 15, 2025

Measure C First 5 Alameda Side Letter

The City agrees to notice the Union to meet and confer in the event that the City of Oakland is awarded a Measure C emergency grant through the First 5 Alameda procurement process that, as a condition of the grant award, directly affects the wages of the Head Start Childcare Center workers.

Letter of Understanding between Service Employee International Union Local 1021
("Local 1021") and the City of Oakland ("City")

This represents an agreement between Local 1021 and the City of Oakland related to telecommuting. The City has an Administrative Instruction 594 Employee Telecommute Program Policy ("AI 594"). The parties intend to modify AI 594 in the following ways, understanding it applies Citywide and the City will need to address the matter with other labor groups in the City. Pending formal amendment of AI 594, the provisions of this LOU will apply to Local 1021-represented classifications. This LOU is intended to supplement AI 594.

1. A supervisor or Department will have up to thirty (30) calendar days from receipt of a complete telecommute application to respond to said request. Supervisors may request an extension of this timeframe.
2. An employee may apply to participate in the Telecommuting Program. Departments shall approve or deny the telecommuting request within thirty (30) calendar days of the employee's application. Denial of telecommuting requires a written justification of how the employee's request does not meet with the policy guidelines. If the telecommuting request is not responded to by the department within thirty (30) calendar days, the request shall be forwarded to the Human Resources Director or designee-for consideration. In the event of a dispute regarding requests for telecommuting, the Department Director (or designee), impacted employee, and Union shall meet with the Human Resources Director or designee within thirty (30) calendar days from the day the telecommuting request was forwarded to Human Resource Director to attempt to reach an agreement. Telecommuting arrangements will not be denied or ended for an arbitrary or capricious reason. The decision of the Human Resources Director or designee is final.
3. Employees may not remotely perform their City job from outside of the State of California. Working remotely from out-of-state creates tax and other potential liabilities and operational impacts, including limiting the ability of an employee to timely respond to a requirement to report for on-site work. There may be limited circumstances where an employee may receive approval to work remotely from out-of-state for a brief, defined period of time; however, such remote out-of-state telecommuting requires approval by both the employee's Department Head or designee and the City's Human Resources Director or designee, and the request must be supported by compelling business reasons, an explanation of limited family health circumstances, or other critical need. Any employee currently working remotely from out-of-state must return to performing all remote work from

City of Oakland and SEIU, Local 1021 Contract Negotiations 2025
City of Oakland to SEIU, Local 1021
City Counter Proposal to Union Proposal #15
DATE: July 3, 2025

within the State of California within ninety (90) days of ratification and adoption of this agreement.

This LOU becomes effective following Council adoption of the successor Memorandum of Understanding. The provisions of this LOU are not subject to the grievance procedure of the MOU. This LOU shall expire with the adoption of the above changes into the AI 594 or June 30, 2026 whichever occurs first.

For SEIU Local 1021:

For City of Oakland:

Peter Masiak, Chief Spokesperson

Dania Torres Wong, Chief
Spokesperson

Date: _____

Date: _____

Antoinette Blue, President

Mark Love, ER Manager

Date: _____

Date: _____