

San Diego Housing Commission

SDHC Counterproposal #2

Date: 04/29/2019

ARTICLE 5. UNION AND EMPLOYEE SECURITY

1. General Provisions

To comply with AB 119, the Commission agrees to provide to the Union:

- (a) 10 days' advance notice of any new employee orientation, or those employees promoted, demoted, or transferred into a represented classification for the first time;
- (b) the name, job title, department, work location, work, home, personal cellular telephone number, personal email address on file with the Commission, and home address of any new employee within 30 days of hire or by the first pay period of the month following hire;
- (c) the information in (b) every 120 days for all represented employees.
- (d) an electronic list of expected participant(s) at least forth-eight (48) hours in advance of the on-boarding meeting

A newly hired employee is defined as "any employee, whether permanent, temporary, full time, part time, or seasonal, hired by a public employer, to which this chapter applies and who is still employed as of the date of the new employee orientation."

In addition, the Commission and the Union shall offer each new represented employee an opportunity to attend a one half (1/2) hour orientation optional break-out meeting with up to two (2) Union designated officers who will provide a copy of the current Memorandum of Understanding and other relevant material and information. Such orientation optional break-out meetings will be held on the last Monday of each calendar month or as otherwise agreed by mutual consent, will be on-site, and without loss of compensation for the employee.

The Union shall have sole responsibility to track and approve employee requests regarding membership and submit to the Employer.

Upon the receipt of a written authorization from the union regarding deduction of Union dues or lawfully permitted deductions, including COPE (Committee on Political Education Fund), the Commission shall withhold such dues, fee, or deductions from the salary of the represented employee and remit the withholdings to the Union. The Commission will withhold up to two additional lawfully permitted insurance deductions. Deductions other than insurance will be approved by the Commission. Deductions for Union dues or other lawfully permitted deductions shall be implemented at the start of the pay period following receipt of the employee's deduction request.

2. Initial Meeting with Union Designee(s)

Newly hired employees shall be granted release time without loss in compensation to meet with the Union designee(s) during the employee's regular working hours and on-site. The release time will be coordinated so as to not negatively impact the employer's new hire training for the employee.

3. Annual Training

Annually, the Union shall have the right to hold in person a one (1) hour optional training to familiarize represented employees with the terms of this Agreement and discuss other labor relations issues during regular working hours and on-site. The Commission agrees to release employees without loss in compensation to attend the training.

4. Release Time

The Union shall give the Commission 48 work hours' notice of release time under this Article. The Commission shall not unreasonably deny Union designee(s) release time, including reasonable time for travel and set up, without loss in compensation to conduct any sessions, meetings, and trainings covered by this agreement.

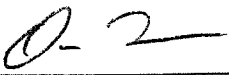
5. Neutrality

The Commission representatives shall be absent from the room during any sessions, meetings, or trainings, conducted by the Union, with Newly Hired Employees.

6. Facility and Resource Access

The Union shall have the right to access and use the Commission's facilities and audiovisual equipment to conduct sessions and separate breakout meetings with newly hired employees, provided the requested facilities and such audiovisual equipment are available and do not negatively impact Commission activities.

Tentative Agreement:



For SEIU 221 Date: 4/30/19



For SDHC Date: 4-30-19

San Diego Housing Commission

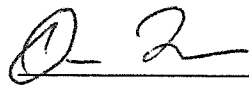
SEIU Proposal #

Date:


ARTICLE 7. DISTRIBUTION OF UNION MATERIAL

Employee representatives of the Union will normally distribute Union flyers, pamphlets, etc., during non-working hours, including before and after assigned shifts. ~~before or after working hours.~~ Noontime distribution may be authorized by the President and Chief Executive Officer or designee, when considered appropriate, ~~provided said distribution is done in a manner that does not interrupt normal Commission business.~~ Non-working hours will include lunch and break time.

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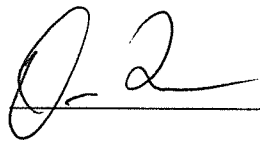
ARTICLE 21. BILINGUAL PAY

The Commission shall designate positions and assign employees to perform bilingual duties in positions which require such skills. In order to ensure an adequate level of bilingual proficiency, the Commission may require an evaluation of bilingual skills.

For employees required to utilize primarily oral, non-technical bilingual skills, the employee shall be paid a differential of ~~\$0.41 per hour/\$71.07 per month~~ *\$0.62 per hour/\$107.46 per month*. For employees required to utilize technical translating skills, the employee shall be paid a differential of ~~\$0.51 per hour/\$88.40 per month~~ *\$.77 per hour/\$133.47 per month*. Technical translations may include oral or written interpretation and translation of technical programmatic information such as local program regulations, policies, procedures, forms, and documents, but does not include written and oral translation of routine information provided in basic letters, general flyers, or bulletins.

Employee may submit request for review by Human Resources Manager if supervisor has denied earlier request.

Tentative Agreement:



Date

4/16/19

For SEIU 221



Date

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For SDHC

ARTICLE 22. UNIFORMS

The Commission shall provide and maintain uniforms and safety equipment required by the Commission. Employees shall wear uniforms and safety shoes as provided by the Commission. Employees shall use safety equipment provided by the Commission and shall notify the Commission when such equipment is not made available and in adequate supply.

~~Employees in designated positions, as determined by the Housing Commission, shall also wear safety shoes. The Commission shall reimburse these employees the amount of \$200 each year for boots or safety shoes.~~

Designated positions include maintenance technicians, site cleaners and housing inspectors ^{and} other additional positions as determined by the Housing Commission.

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J-2 4-30-19

San Diego Housing Commission

SEIU Proposal #

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ARTICLE 25. INSURANCE

The Commission shall provide eligible employees with a cafeteria-style benefits program in accordance with Section 125 of the Internal Revenue Service Code. The Commission reserves the right to make changes to any and all aspects of the insurance covered by this article during the course of this Memorandum of Understanding; however, prior to implementing any such change, the Commission shall meet and confer with the Union on all such changes.

The Commission provides employer-paid "core benefits" which include:

Basic Term Life & AD/D Insurance - Equal to the employee's annual salary with a minimum of \$15,000.

Long Term Disability Plan - Long Term Disability benefits after 60 days of continuous disability of 65% of an employee's basic monthly pay, and when combined with other income, 70% of pay to a maximum of \$8,500 per month.

Flex Credits - The Commission will contribute Flex Credits ~~effective on July 1 (beginning with the first pay day in July)~~ to increase the flex credits of 8% per year, as reflected in the amounts listed below. All changes will be effective on July 1 ((beginning with the first pay day in July)).

For employee only care benefit

- \$11,429 effective July 1, 2019
- \$12,343 effective July 1, 2020
- \$13,330 effective July 1, 2021

For employee plus one (1) health care benefit

- \$12,401 effective July 1, 2019
- \$13,393 effective July 1, 2020
- \$14,464 effective July 1, 2021

For employee plus family health care benefit

- \$14,345 effective July 1, 2019
- \$15,492 effective July 1, 2020
- \$16,732 effective July 1, 2021

~~\$10,582 for employee health care benefit effective July 1, 2016~~

~~\$11,482 for employee plus one (1) health care benefit effective July 1, 2016~~

~~\$13,282 for employee plus family health care benefit effective July 1, 2016~~

Amounts are per eligible full-time employee, prorated for part-time employees, for allocation by employee for employee and eligible dependent(s) benefit options including:

A. Medical Insurance:

1. Major medical insurance providers

OR

2. No medical coverage if employee provides written verification of other coverage.

B. Dental Insurance

C. Voluntary Life and Accidental Death and Dismemberment Insurance for Employee/Spouse/Dependents.

D. Set-aside for flexible spending accounts:


1. Health expense account

2. Dependent care account

If the employee does not allocate the entire contribution, the remaining balance may be received in taxable cash. If the cost of coverage elected exceeds the Flex Credits, the employee may contribute the balance from their paycheck.

Note: Coverage for "dependent" refers to a family member, significant other or same sex partner as defined and when provided by the Plan.

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ARTICLE 50. SALARY SCHEDULE

The following wage increases shall be provided as follows:

Effective:	July 1, 2019	3.5%
	July 1, 2020	3.5%
	July 1, 2021	3.5%

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