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**RESOLUTION NO. 2015-46**

**A RESOLUTION OF THE ALBANY CITY COUNCIL APPROVING THE SIDE LETTER AGREEMENT BETWEEN THE CITY OF ALBANY AND SERVICE EMPLOYEES INTERNATIONAL (SEIU), LOCAL 1021**

**WHEREAS**, the Memorandum of Understanding is the collective bargaining agreement between the City of Albany and SEIU; and

**WHEREAS**, the current Memorandum of Understanding between the City of Albany and SEIU was effective April 1, 2014 through March 31, 2018; and

**WHEREAS**, the City of Albany and representatives of SEIU have met and conferred in good faith, and have reached agreement on a Side Letter amending Standby Duty for employees assigned to Maintenance Worker Classifications; and

**WHEREAS**, the Side Letter between the City of Albany and SEIU has been amended to reflect those mutual agreements including Hours, Days, Standby Pay, and other changes to the terms and conditions of employment; and

**WHEREAS**, the Side Letter agreement between the City of Albany and SEIU is approved and in effect for the duration of the current MOU that expires on March 31, 2018.

**NOW, THEREFORE, BE IT RESOLVED**, that the Side Letter, attached here to as Exhibit A, is approved effective July 20, 2015 and that the City Manager and Human Resources Manager are authorized to sign same on behalf of the City.

  
\_\_\_\_\_  
PETER MAASS, MAYOR

**RESOLUTION #2015-46**

**SIDE LETTER**

**BETWEEN**

**CITY OF ALBANY**

**AND**

**SEIU LOCAL 1021**

June 16, 2015

Representatives for the City of Albany and representatives for SEIU, Local 1021 have met and agreed to the following modifications to the Article 6.7 Standby of the Memorandum of Understanding between the City of Albany and SEIU, Local 1021, which expires on March 31, 2018. Article 6.7 Standby Pay shall be modified as stated below.

6.7 Standby Pay

In order to provide emergency service on weekends, the Union agrees that Maintenance Workers and Lead Maintenance Workers will make themselves available to respond to emergency calls. A schedule will be developed taking into consideration seniority, employee needs, and the needs of the City.

The employee scheduled for standby will receive additional pay as follows:

1. Weeknights (Monday through Friday, 4:20 PM to 7:50 AM) - \$22.00 per each period.
2. Saturday (7:50 AM to 7:50 AM Sunday) - \$100.00 per period.
3. Sunday (7:50 AM to 7:50 AM Monday) - \$100.00 per period.
4. Holidays (7:50 AM to 7:50 AM the next morning) - \$100.00 per period.
5. Twenty-four Hour Period (7:50 AM to 7:50 AM the next morning) - \$100.00 per period

In return, the employees will be available to respond from

1. Weeknights from 4:20 PM to 7:50 AM the next morning.
2. Weekends from 7:50 AM Saturday morning to 7:50 AM Monday morning.
3. Holidays from 7:50 AM to 7:50 AM the next morning; or
4. Twenty-four hour period from 7:50 AM to 7:50 AM the next morning.

Employees assigned to standby will receive the appropriate overtime compensation when required to report to work. Standby pay is separate from shift differential or overtime pay. Employees will be assigned standby assignment on a rotating basis.

The parties agree that the City will have 2 employees on standby for a weekend which contains a holiday. Holidays are determined by the Holiday Schedule in the MOU between the City and SEIU Local 1021.

The City has the right to place additional employees on standby. Typically, this right would be exercised in emergency situations or if severe weather conditions are forecasted.

Entered into this \_\_\_\_\_ day of \_\_\_\_\_, 2015

SERVICE EMPLOYEES INTERNATIONAL

UNION (SEIU), LOCAL 1021

CITY OF ALBANY

By: \_\_\_\_\_

By: \_\_\_\_\_

Angela Osayande, Field Representative

Penelope Leach, City Manager

By: \_\_\_\_\_

By: \_\_\_\_\_

Gene Boucher, Human Resources Manager

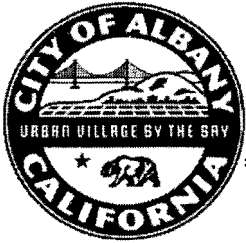
By: \_\_\_\_\_

RATIFIED BY THE CITY COUNCIL

Date: \_\_\_\_\_

By: \_\_\_\_\_

Nicole Almaguer, City Clerk



# City of Albany

1000 San Pablo Avenue • Albany, California 94706  
(510) 528-5710 • [www.albanyca.org](http://www.albanyca.org)

**RESOLUTION NO. 2015-46**

PASSED AND APPROVED BY THE COUNCIL OF THE CITY OF ALBANY,

the 20th day of July, 2015, by the following votes:

AYES: Council Members McQuaid, Nason, and Mayor Maass

NOES: none

ABSENT: Council Members Barnes and Pilch

ABSTAINED: none

RECUSED: none

WITNESS MY HAND AND THE SEAL OF THE CITY OF ALBANY, this 21st  
day of July, 2015.

*Eileen Harrington*

Eileen Harrington  
DEPUTY CITY CLERK

*The City of Albany is dedicated to maintaining its small town ambiance, responding to the needs of a diverse community, and providing a safe, healthy and sustainable community.*