



STAFF REPORT

TO: Board of Commissioners

FROM: John D'Ornellas, Interim Harbor Manager
Kristen Stout, Business Manager

DATE: November 16, 2021

SUBJECT: **Service Employees International Union, Local 620:
Memorandum of Understanding for July 1, 2021 – June 30,
2023**

Recommendation / Proposed Motion

Motion: Approve Memorandum of Understanding with Service Employees International Union (SEIU) Local 620 for July 1, 2021 through June 30, 2023 and authorize Board President and Interim Harbor Manager to sign.

Policy Implications

Harbor management negotiates memoranda of understanding with employee groups on the Commission's behalf. This Commission establishes the parameter of those negotiations and approves final contracts.

District Major Objective/Goal

Objective #8 – Support high-performing staff – continue steps to maintain low turnover and good employee morale through compensation, staff growth, and positive engagement.

Fiscal Implications / Budget Status

None at this time. The costs and savings in this contract, as can best be determined, have been incorporated into the 2021-2022 budget.

Alternatives Considered

The following actions were considered but are not recommended at this time:

- None at this time.

Discussion

The fundamental issues addressed in the attached SEIU MOU are as follows:

1. The term of the agreement is for two years.
2. Annual COLA adjustments will be as follows:
 - a. July 1, 2021 – June 30, 2022: 3.0%

- b. July 1, 2022 – June 30, 2023: 3.0%
- 3. Crane Operator's and Captain's License Certificate Pay Schedule will be adjusted as follows:
 - a. July 1, 2021 – June 30, 2022: 3.0%
 - b. July 1, 2022 – June 30, 2023: 3.0%
- 4. Compensation Time Accrual Limit:
 - a. Increased to a total of 60 hours
- 5. Vacation Accrual Limit Increase and removal of vacation accrual overage payout:

Months of Service	Years of Service	Hours	Days	Accrual Rate
1 - 60 months	1-5 years	240	30.0	3.69
61 - 120 months	6-10 years	240	30.0	4.62
121 - 180 months	11-15 years	288	36.0	5.54
181 +	16 + years	320	40.0	6.16

- 6. Bereavement Leave:
 - a. Addition of family members to include spouse, domestic partner, children, parents, siblings, grandparents, grandchildren, spouse's children, spouse's parents, spouse's siblings, spouse's grandparents, and spouse's grandchildren.
 - b. 3 days of bereavement granted for in-state
 - c. 5 days of bereavement granted for out-of-state
 - d. Maximum of two incidents per calendar year
- 7. Catastrophic Leave Donation Program:
 - a. The District will implement a Catastrophic Leave Program, utilizing the existing program in place at the County of Santa Barbara, California, as the template, to be updated with information as it pertains to the Port San Luis Harbor District.
- 8. COVID-19 Fatigue Leave Time Off:
 - a. The implementation of no more than 24 hours of COVID-19 Fatigue Leave Time Off, for qualifying full-time employees (Qualifying defined as: full-time, benefited staff that is currently employed at the district, and was in the employ of the district from March 2020 to September 2021.)

Summary:

The proposed SEIU MOU is a fair contract, the benefits of which to the District will be greater in future years, has been ratified by the membership and reviewed and approved by counsel.

Staff recommends approval of the proposed Memorandum of Understanding with SEIU for July 1, 2021 through June 30, 2023.