

COMPREHENSIVE PACKAGE PROPOSAL

The below set of proposals is a package proposal from the City of Berkeley (“City”) to SEIU Local 1021/CSU-PTRLA (“Union”) with respect to the parties’ successor MOU negotiations. The proposals below are contingent upon the parties reaching tentative agreement on the entire package set forth below and on the entire successor MOU. The City will consider a rejection of any portion a general rejection of the entire package. In the event of a rejection, the City’s position on all items at the table shall revert to the most recent position adopted prior to passing this package proposal. Acceptance of this package proposal resolves all issues between the City and the Union regarding the successor MOU. The City reserves the right to amend, revise, supplement, or withdraw this package proposal, or any part of thereof, at any time.

The following is a summary of the City’s proposals and responses to Union proposals that constitute this comprehensive package proposal. Proposals modified from the prior version are enclosed with this cover sheet.

A. City Proposals:

1. CP 7 – Rec Activity Leader Salary Steps

B. City Counters to Union Proposals:

1. UP 2 – Part Time Employees & Pro-Rated Benefits (as proposed 10/15/24)
2. UP 3 – Holidays (as proposed 10/15/24)
3. UP 20 – Vision Coverage (as proposed 10/28/24)
4. UP 25 v3 – Library Supervisor in Charge (modified 11/1/24)
- 5. JP v5 – COLA Salary Rates (modified 11/15/24)**

C. All prior tentative agreements will be included in the successor MOU:

1. CP 1 – Bereavement Leave
2. CP 3 – MOU Cleanup
3. CP 4 – MOU Discipline Cleanup
4. CP 5 – Living Wage
5. CP 6 – Duration
6. CP 8 – Substance Abuse Counselor Differential
7. CP 9 – MOU Cleanup Part 2
8. CP 10 – Legislative Aides
- 9. UP 4 – Public Health Equity Adjustments (as proposed by City on 11/4/24)**
10. City Counter to UP 5 v2 – Sports Field Monitors
- 11. UP 7 – Hazard Pay (as proposed by City on 11/1/24)**
12. City Counter to UP 11 v4 – Bilingual Pay
13. City Counter to UP 14 v2 – Sabbatical Leave
14. City Counter to UP 15 v2 – Cancer Screening Leave

15. UP 21 v3 – Equity Studies (as proposed by Union on 10/22/24)
16. City Counter to UP 22 v2 – No Discrimination
17. City Counter to UP 23 – Union Member Leave
18. City Counter to UP 24 v3 – Training Differential (as proposed by City on 10/28/24)
19. City Counter to UP 26 v2 – Longevity Pay
20. City Counter to UP 29 – Info Systems Specialist
21. UP 30 v3 – Protective Clothing and Shoes (as proposed by Union on 10/22/24)
22. City Counter to UP 34 – Payroll Errors
23. UP 38 – New Hire Info (Printing)
24. City Counter to UP 39 v2 – Desk Audits
- 25. UP 41 – Minimum Wage and Equity Adjustments (as proposed by City 10/28/24)**
26. UP 44 – Arbitration Selection (as proposed by Union on 10/28/24)
27. City Counter to JP 2 v2 – Traumatic Leave

D. All proposals previously withdrawn will *not* be included in the successor MOU:

1. CP 2 – No Discrimination
2. UP 8 – Onboarding
3. UP 9 – Step Advancement
4. UP 10 – Consecutive Days Off
5. UP 12 – Vacation Accumulation
6. UP 13 – Paid Status
7. UP 16 – Feedback for Supervisors
8. UP 17 – Professional Association Renewal
9. UP 18 – Commuter Check
10. UP 19 – Professional Conferences
- 11. UP 27 – First Aid for Rec Leaders**
12. UP 28 – Monetary Remedies
13. UP 31 – Shift Differential
14. UP 32 – Notice
15. UP 33 – Payment On Termination
16. UP 36 – Retiree Health
17. UP 37 – Vacation Cash Out
18. UP 40 – Open Bargaining
19. UP 43 – Release Times
20. UP 45 – Health-in-lieu
21. UP 46 – ICC Differential
22. JP 1 – Lactation Accommodation
23. JP 4 – SRIP II
24. JP 5 – CalPERS
25. JP 6 – Parental Leave

Any and all proposals by either party not specifically referenced herein are hereby withdrawn

City Counter-Proposal to Union Proposal #JP 3 v5

11/15/2024

Section 9: Salaries

Effective the first **full** pay period after ratification and Council approval on its regular agenda, the salary ranges for those classifications covered by this Agreement will receive a salary increase equal to **six** ~~five and a half four three and a half~~ percent (**6.0%** ~~5.5% 4.0 3.5% 3.0~~).

Effective the first full pay period in July ~~2022-2025~~, the salary ranges for those classifications covered by this Agreement will receive a salary increase equal to **four** ~~three~~ percent (~~3.0~~ **4.0%**).

Effective the first full pay period in July ~~2023-2026~~, the salary ranges for those classifications covered by this Agreement will receive a salary increase equal to **two-** ~~and-a-half one two and a half three~~ percent (~~1.0 2.5 3.0~~ **2.5%**).

Effective the first full pay period in January 2027, the salary ranges for those classifications covered by this Agreement will receive a salary increase equal to two percent (2.0%).