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Information

**Subject:**

Approve Memorandum of Understanding between Yolo County Housing (YCH) and Teamsters Local 856 General and Management Bargaining Units (L856).

**From:**

Mindi Nunes

**Recommended Action**

Review and approve bargaining agreement as negotiated between YCH and International Brotherhood of Teamsters, Local 856 General and Management Units and extend the same benefits to unrepresented employees.

**Reason for Recommended Action/Background**

YCH and L856 General Unit previously developed an updated agreement for the FY 2020 -- 2021 year, which was approved by the YCH Commission. Subsequently, negotiations ensued between YCH and both L856 General and Management Units to create one combined agreement extending through June 30, 2025. The attached agreement details the rights and responsibilities of each party and requires ratification by the Commission for an effective implementation date back to July 1, 2021 and extending through June 30, 2025.

**History**

YCH and L856 met in good faith across the first half of FY 2021 -- 2022, eventually reaching a point in the negotiations where it was necessary to engage a mediator for addressing outstanding issues and proceeding to a resolution. In addition to incorporating the Management Unit's interests into the existing updated agreement, the following agreements were reached:

Salary

07.01.2021 0  
07.02.2022 5%  
07.01.2023 3%  
07.01.2024 3%

Spring 2025 Salary Survey (non-binding) to be completed using a list agreed on by both L856 and YCH.

Other Compensation

A one-time, non-pensionable \$1,000 will be provided to every association member at signing of the contract.

Cafeteria

01.01.2022	Waiver	\$575
	Ee	\$785
	E+1	\$1,382
	E+2	\$1,762
01.01.2023	Increase <i>not to exceed</i> \$50 in line with increase in lowest cost healthcare plan	
01.01.2024	Increase <i>not to exceed</i> \$50 in line with increase in lowest cost healthcare plan	
01.01.2025	Increase <i>not to exceed</i> \$50 in line with increase in lowest cost healthcare plan	

All current employees who retire after 06.30.2024, shall receive a set employer contribution to their healthcare plan based on years of employment with YCH:

0 - 15 years	0
16 - 20 years	\$250
21 - 25 years	\$375
26+ years	\$500

Longevity

All employees hired before 09.01.2022 shall receive longevity payments as follows:

8 years	2.5%
11 years	2.5%
15 years	2.5%
20 years	2.5%

All employees hired after 09.01.2022 shall receive longevity payments as follows:

10 years	2.5%
15 years	2.5%

CTO

The provision shall sunset on 06.30.2024. All unused CTO will remain with the individual employee until such time that it is used or the employee leaves YCH at which time that employee will receive the cash equivalent.

Holiday

Juneteenth will be an 8-hour holiday for all employees.

Other

Additionally, L856 requested that YCH pursue the addition of a second Housing Specialist assigned to the Migrant Centers. This position is funded under a contract with the State of California Housing & Community Development (HCD). A letter outlining the request and associated full costs of the position was submitted to HCD, who has indicated initial approval, pending review of funding.

Implementation of the agreement is contingent upon ratification by the members of the bargaining unit.

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**Fiscal Impact**

<b>Cost of Recommended Action:</b>	\$537,104
<b>Amount Budgeted:</b>	\$165,409
<b>Additional Expenditure Authority needed?:</b>	No.
<b>Comments:</b>	The cost of the recommended action is for the three year agreement, the approved 22-23 budget includes the cost of the 22-23 salary increase.

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**Attachments**

A. MOU

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**Form Review**

Form Started By: Mindi Nunes  
Final Approval Date: 07/19/2022

Started On: 07/19/2022 09:54 AM