



## Legislation Text

---

**File #:** 19-0895, **Version:** 1

---

Recommendation to adopt resolution approving the amendments to the current terms and conditions for the Refuse Basic Bargaining Unit. (Citywide)

On March 23, 2019, the Refuse Basic Bargaining Unit decertified from the Association of Long Beach Employees (ALBE) and officially became recognized by Service Employees International Union (SEIU) Local 721. Since the time of decertification, SEIU has been operating under the terms and conditions approved by the City Council on October 3, 2017 (attached).

The terms and conditions approved by the City Council on October 3, 2017 do not cover FY 18-19. As such, it is requested that the City Council adopt the attached Resolution amending the respective terms and conditions as the parties continue negotiations for a successor Memorandum of Understanding (MOU), which will be effective on October 1, 2019, or a date thereafter based on mutual agreement.

The City and SEIU have agreed upon the following terms and conditions for the Refuse Basic Bargaining Unit:

1. The Refuse Basic Bargaining Unit will continue to operate under the current terms and conditions, as approved by the City Council on October 3, 2017, through September 30, 2019, or until an initial MOU is adopted by the City Council, whichever is later.
2. The Refuse Basic Bargaining Unit represented employees will receive a 2 percent general salary increase retroactive to October 1, 2018. The 2 percent general salary increase will be calculated on the base hourly rate in effect on September 30, 2018.

This matter was reviewed by Principal Deputy City Attorney Gary J. Anderson on August 20, 2019 and by Budget Analysis Officer Julissa José-Murray on August 22, 2019.

City Council action is requested on September 10, 2019, to ensure timely implementation of the attached Resolution.

The Refuse Basic Bargaining Unit FY 19 cost impact for the retroactive 2 percent general salary increase is \$149,898 (\$4,207 General Fund and \$145,691 Refuse Fund). The FY 19 costs will be absorbed in the General Fund Group and Refuse Fund Group in the Public Works Department. In FY 20, the estimated ongoing costs are \$151,302. The estimated ongoing costs of \$4,304 will be offset with set-aside funds in the General Fund Group and will be incorporated as part of the FY 20 mid-year budget process. This recommendation has no

staffing impact beyond the normal budgeted scope of duties and is consistent with existing City Council priorities. There is no local job impact associated with this recommendation.

Approve recommendation.

[Enter Body Here]

ALEJANDRINA BASQUEZ  
DIRECTOR OF HUMAN RESOURCES

APPROVED:

PATRICK H. WEST  
CITY MANAGER