



**CITY OF SAN MATEO – LIBRARY MERIT UNIT
AND
SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 521
TENTATIVE AGREEMENT SUMMARY
April 2020**

Term

- 3 years (March 8, 2020 – March 4, 2023)

Salary Increase

- Effective June 28, 2020, employees in this unit will receive a 3% salary increase.
- Effective June 27, 2021, employees in this unit will receive a 2% salary increase.
- Effective June 26, 2022, employees in this unit will receive a 1.5% salary increase.

Deferred Compensation

- Effective June 27, 2021 the City will increase City contribution to 1.5% of base salary to all employees

Retirement Health Savings Account

- Upon City Council adoption, the City shall contribute 0.75% of base salary to all employees RHS Accounts
- Effective June 27, 2021 the City shall contribute an additional 0.50% of base salary for a total of 1.25%
- Effective first full pay period following Council adoption the City shall contribute 1.75% of base salary to those employees aged 45 or over with 15 or more years of City service in lieu of \$100 per pay period.

Health and Welfare

- Effective January 10, 2021 employees **hired before July 1, 2006** who waive health insurance entirely shall receive \$160 per month as part of their salary

Flexible Benefits Plan

- Updated to current contribution amount

Alternate/Flexible Work Schedule (Sunday)

- As part of the regular Sunday rotation, staff may opt to work a minimum of 4.5 hours and up to 7.5 hours on a Sunday. Flex time arrangements will be made within the same work week and must be pre-approved by supervisor.

Vacation

- Updated language to remove accrual waiting period for new hires

Mid-Term Pay Raises

- Updated language

Performance Bases Compensation Increases

- Updated language
- **New Language:** Notice to Employee Denial in writing

Union Rights

- Added language regarding Employee Reports and New Hire Orientation
- Added language for leave of absence for Union work

LibStaffer Implementation Side Letter

- To be implemented to all areas of the Library fully with in 6 months of the adoption of this MOU (2020-2023). In the event implementation is not completed both parties agree to meet and confer about the implementation of the alternative scheduling mechanisms.