

RESOLUTION NO. 10-25

**RESOLUTION OF THE COUNCIL OF THE CITY OF RICHMOND, CALIFORNIA
APPROVING THE SIDE LETTERS BETWEEN THE CITY OF RICHMOND AND
SERVICE EMPLOYEES INTERNATIONAL UNION (SEIU) LOCAL 1021 (FULL-TIME
AND PART-TIME UNITS), INTERNATIONAL FEDERATION OF PROFESSIONAL
AND TECHNICAL ENGINEERS (IFPTE) LOCAL 21 (MID-MANAGEMENT AND
EXECUTIVE MANAGEMENT UNITS), RPOA (RICHMOND POLICE OFFICERS
ASSOCIATION), RPMA (RICHMOND POLICE MANAGEMENT ASSOCIATION),
IAFF LOCAL 188 (INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS), AND
RFMA (RICHMOND FIRE MANAGEMENT ASSOCIATION) REGARDING
ADDITIONAL PAID PARENTAL LEAVE**

WHEREAS, the City has negotiated in good faith with Service Employees International Union (SEIU) Local 1021 (Full-Time and Part-Time Units), International Federation of Professional and Technical Engineers (IFPTE) Local 21 (Mid-Management and Executive Management Units), RPOA (Richmond Police Officers Association), RPMA (Richmond Police Management Association), IAFF Local 188 (International Association of Fire Fighters), RFMA (Richmond Fire Management Association), regarding the provision of additional paid parental leave; and

WHEREAS, the parties have executed a Side Letter increasing paid parental leave in the respective Memorandum of Understanding with each bargaining unit; and

WHEREAS, each Side Letter shall not bind the parties until they are ratified by a majority of the membership of each bargaining unit and ratified by the City Council; and

WHEREAS, the adoption of these Side Letters will support a stable and amicable labor relations environment in the City.

NOW THEREFORE, BE IT RESOLVED, that effective January 28, 2025, that the City Council of Richmond approves the Side Letters between the City and the Service Employees International Union (SEIU) Local 1021 (Full-Time and Part-Time Units), International Federation of Professional and Technical Engineers (IFPTE) Local 21 (Mid-Management and Executive Management Units), RPOA (Richmond Police Officers Association), RPMA (Richmond Police Management Association), IAFF Local 188 (International Association of Fire Fighters), and RFMA (Richmond Fire Management Association) regarding additional paid parental leave, the terms of which are set forth in each side letter and marked as Exhibits A, B, C, D, E, F, G, & H to the agenda report in support of the resolution.

I certify that the foregoing resolution was passed and adopted by the Council of the City of Richmond at a regular meeting thereof held January 28, 2025, by the following vote:

AYES: Councilmembers Bana, Brown, Jimenez, Robinson, Wilson, Vice Mayor Zepeda, and Mayor Martinez.

NOES: None.

ABSTENTIONS: None.

ABSENT: None.

PAMELA CHRISTIAN
CLERK OF THE CITY OF RICHMOND
(SEAL)

Approved:
EDUARDO MARTINEZ
Mayor

Approved as to form:
DAVE ALESHIRE
City Attorney

State of California }
County of Contra Costa }
City of Richmond }

I certify that the foregoing is a true copy of **Resolution No. 10-25**, finally passed and adopted by the Council of the City of Richmond at a regular meeting held on January 28, 2025.


Pamela Christian, Clerk of the City of Richmond

SIDE LETTER AGREEMENT BETWEEN SEIU LOCAL 1021 GENERAL EMPLOYEES
AND CITY OF RICHMOND

PARENTAL LEAVE

The City of Richmond ("City") and the SEIU Local 1021 General Employees Unit ("Unit") (collectively, "the Parties") have met and conferred in good faith pursuant to California law regarding additional paid parental leave. The Parties hereby agree that the City will provide a total of four weeks of paid parental leave. Article 5.3 of the Parties' 2021-2025 Memorandum of Understanding will be amended to read as follows:

5. Parental Leave

5.3 All parents granted a leave of absence as described in a. and b. above, shall receive four weeks' paid leave as part of their parental leave. Payment will be made upon the birth of a child, or upon taking custody of a child through adoption.

The amended Article 5.3 will take effect the first full pay period following City Council approval of this Side Letter Agreement.

This constitutes the Parties' entire agreement. There will be no further changes to the Memorandum of Understanding or creation of past practice as a result of this side letter.

Date: 1/21/2025

For SEIU:

 1021 rep
 1021 REPRESENTATIVE

For the City:

 1/22/25



**SIDE LETTER AGREEMENT BETWEEN SEIU LOCAL 1021 PART-TIME AND
INTERMITTENT BARGAINING UNIT AND CITY OF RICHMOND**

PARENTAL LEAVE

The City of Richmond ("City") and the SEIU Local 1021 Part-Time and Intermittent Bargaining Unit ("Unit") (collectively, "the Parties") have met and conferred in good faith pursuant to California law regarding additional paid parental leave. The Parties hereby agree that the City will provide a total of four weeks of paid parental leave. Article 5.3 of the Parties' 2021-2025 Memorandum of Understanding will be amended to read as follows:

5. Parental Leave

5.3 All parents, in Group I, granted a leave of absence as described in 5.1 and 5.2 above, shall receive four weeks' paid leave as part of their parental leave. Payment will be made upon the birth of a child, or upon taking custody of a child through adoption.

The amended Article 5.3 will take effect the first full pay period following City Council approval of this Side Letter Agreement.

This constitutes the Parties' entire agreement. There will be no further changes to the Memorandum of Understanding or creation of past practice as a result of this side letter.

Date: 1/21/2025

For SEIU:

Frank Thomas 1021 Rep

Th. Hill 1021 APSS, OES I

For the City:

[Signature] 1/22/25

[Signature]

[Signature]

SIDE LETTER AGREEMENT BETWEEN IFPTE LOCAL 21 MID-MANAGEMENT AND
CITY OF RICHMOND
PARENTAL LEAVE

The City of Richmond ("City") and the IFPTE Local 21 Mid-Management Unit ("Unit") (collectively, "the Parties") have met and conferred in good faith pursuant to California law regarding additional paid parental leave. The Parties hereby agree that the City will provide a total of four weeks of paid parental leave. Article 9, Section 117 of the Parties' 2021-2025 Memorandum of Understanding will be amended to read as follows:

9. Leaves

117. All parents granted a leave of absence as described above, shall receive four week's paid leave as part of their parental leave.

The amended Article 9, Section 117 will take effect the first full pay period following City Council approval of this Side Letter Agreement.

This constitutes the Parties' entire agreement. There will be no further changes to the Memorandum of Understanding or creation of past practice as a result of this side letter.

Date: 01/22/2025

For IFPTE Local 21:

[Signature] 1/21/25
John Vargas - Representative

For the City:

[Signature] 1/22/25
[Signature]
[Signature]

SIDE LETTER AGREEMENT BETWEEN IFPTE LOCAL 21 EXECUTIVE
MANAGEMENT AND CITY OF RICHMOND

PARENTAL LEAVE

The City of Richmond ("City") and the IFPTE Local 21 Executive Management Unit ("Unit") (collectively, "the Parties") have met and conferred in good faith pursuant to California law regarding additional paid parental leave. The Parties hereby agree that the City will provide a total of four weeks of paid parental leave. Article 8.4, Section B of the Parties' 2021-2025 Memorandum of Understanding will be amended to read as follows:

8.4 Parental Leave

B. All parents granted a leave of absence as described above, shall receive four week's paid leave as part of their parental leave.

The amended Article 8.4, Section B will take effect the first full pay period following City Council approval of this Side Letter Agreement.

This constitutes the Parties' entire agreement. There will be no further changes to the Memorandum of Understanding or creation of past practice as a result of this side letter.

Date: 01/22/2025

For IFPTE Local 21:

 1/21/25
John Vargas - Representative

For the City:

 1/22/25
Sharon
Sharon

SIDE LETTER AGREEMENT
BETWEEN
IAFF LOCAL 188 AND CITY OF RICHMOND
PARENTAL LEAVE

The City of Richmond ("City") and the IAFF Local 188 Unit ("Union") (collectively, "the Parties") have met and conferred in good faith pursuant to California law regarding additional paid parental leave. The Parties hereby agree that the City will provide a total of four weeks of paid parental leave for 40-hour per week employees, and eight 24-hour shifts for 56-hour per week employees. Article 12.F paragraph 3 of the Parties' 2022-2025 Memorandum of Understanding will be amended to read as follows:

12.F Parental Leave

- (3) All parents granted a leave of absence as described above, shall receive four week's paid leave for 40 hour a week employees as part of their parental leave. Fifty six hour a week employees shall receive eight (8) twenty four (24) hour shifts.

The amended Article 12.F paragraph 3 will take effect the first full pay period following City Council approval of this Side Letter Agreement.

This constitutes the Parties' entire agreement. There will be no further changes to the Memorandum of Understanding or creation of past practice as a result of this side letter.

Date: 01/22/2025

For IAFF Local 188:


Local 188 President

Kenyetta Martin

For the City:

 1/22/25



SIDE LETTER AGREEMENT BETWEEN RICHMOND FIRE MANAGEMENT
ASSOCIATION AND CITY OF RICHMOND
PARENTAL LEAVE

The City of Richmond ("City") and the Richmond Fire Management Association ("Association") (collectively, "the Parties") have met and conferred in good faith pursuant to California law regarding additional paid parental leave. The Parties hereby agree that the City will provide a total of four weeks of paid parental leave for 40-hour per week employees, and six 24-hour shifts for 56-hour per week employees. Article 13.F paragraph 3 of the Parties' 2022-2025 Memorandum of Understanding will be amended to read as follows:

13.F Parental Leave

- 3) All parents granted a leave of absence as described above shall receive four week's paid leave for 40-hour per week employees as part of their four (4) months leave. Fifty-six (56) hour per week employees shall receive six (6) twenty-four (24) hour shifts. The week's pay is payable upon the birth or adoption of the child.

The amended Article 13.F paragraph 3 will take effect the first full pay period following City Council approval of this Side Letter Agreement.

This constitutes the Parties' entire agreement. There will be no further changes to the Memorandum of Understanding or creation of past practice as a result of this side letter.

Date: 1/18/25

For RFMA:



For the City:

 1/22/25




SIDE LETTER AGREEMENT BETWEEN RICHMOND POLICE OFFICERS
ASSOCIATION AND CITY OF RICHMOND
PARENTAL LEAVE

The City of Richmond ("City") and the Richmond Police Officers Association ("Association") (collectively, "the Parties") have met and conferred in good faith pursuant to California law regarding additional paid parental leave. The Parties hereby agree that the City will provide a total of four weeks of paid parental leave. Article 21.6 paragraph c of the Parties' 2022-2025 Memorandum of Understanding will be amended to read as follows:

21.6 Parental Leave

- c) All parents granted a leave of absence as described in 21.6.a. and b. above shall receive one hundred sixty (160) hours paid leave as part of their Parental Leave. Employees shall be entitled to receive the aforementioned one hundred sixty (160) hours paid leave at the beginning of their Parental Leave.

The amended Article 21.6 paragraph c will take effect the first full pay period following City Council approval of this Side Letter Agreement.

This constitutes the Parties' entire agreement. There will be no further changes to the Memorandum of Understanding or creation of past practice as a result of this side letter.

Date: 1/22/25

For RPOA:

Benjamin John Theriault

For the City:

 1/22/25




SIDE LETTER AGREEMENT BETWEEN RICHMOND POLICE MANAGEMENT
ASSOCIATION AND CITY OF RICHMOND
PARENTAL LEAVE

The City of Richmond ("City") and the Richmond Police Management Association ("Association") (collectively, "the Parties") have met and conferred in good faith pursuant to California law regarding additional paid parental leave. The Parties hereby agree that the City will provide a total of four weeks of paid parental leave. Article 15.6.c of the Parties' 2023-2025 Memorandum of Understanding will be amended to read as follows:

15.6 Parental Leave

- c. All parents granted a leave of absence as described in Section 15.6.a. and Section 15.6b. shall receive four (4) weeks' paid leave as part of their four (4) month leave.

The amended Article 15.6.c will take effect the first full pay period following City Council approval of this Side Letter Agreement.

This constitutes the Parties' entire agreement. There will be no further changes to the Memorandum of Understanding or creation of past practice as a result of this side letter.

Date: 01/15/25

For RPMA:




For the City:

 1/22/25

