

**Port of Oakland and SEIU, Local 1021  
Successor MOU Negotiations – 2022-23**

**Tentative Agreement on Custodial Issues**

[NOTE: This Tentative Agreement does not include agreement on the language of the third paragraph of 12.C. The parties will continue to negotiate over Section 12.C, including the number of reassignments and the pay for such reassignments.]

**12.C Custodial Issues**

[Parties will continue to bargain over remainder of 12.C.]

**4. Annual Custodial Bid.**

The Custodial Bid Process will normally take place annually during the month of November to be effective the first pay period following January 1. To allow the parties sufficient time to prepare for the custodial bid, the following timeline will be observed:

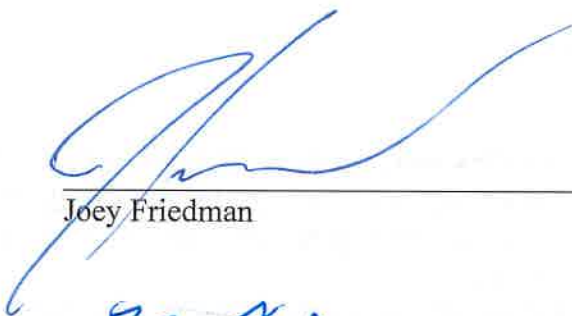
- i. Each party will make any proposals to modify the custodial bid (including changes to shifts and work areas/zones) no later than the 30<sup>th</sup> of June immediately preceding the bid.
- ii. The parties will meet and confer over any proposed changes to the bid with the intent to reach agreement on the custodial bid by November 1.
- iii. If neither party proposes changes by June 30, the bid will move forward with no changes from the prior year.
- iv. In the event the Parties have not reached agreement on the bid by October 31, the Port may move forward with the bid with no changes from the prior year.
- v. The Bid will be posted to the custodians for two weeks prior to the bid. The parties will mutually agree on one day to hold the shift bid.

For Fiscal Year 2015-16, the Port agrees to fill twelve (12) Custodian vacancies using a restricted/closed examination for permanent and temporary City of Oakland employees. For any permanent Custodians employed by the City who is hired by the Port from a restricted/closed eligible list, the Port will

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recognize longevity for purposes of vacation accrual, but not carry over vacation balances accrued at the City. The Port will post the positions within sixty (60) days of ratification of the Agreement and make reasonable efforts to fill the vacancies within six (6) months. The parties agree to meet starting in September 2015 to discuss necessary staffing levels for Custodians at the Airport.

FOR SEIU:

  
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Joey Friedman

Date: 1/31/23

  
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Nato Green

Date: 1/31/23

FOR THE PORT:

  
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Michael Mitchell

Date: 1/31/23

  
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Charles Sakai

Date: 1/31/23