Total Tentative Agreement
between
Housing Authority of County of San Mateo
and
AFSCME Local 829

April 22, 2026
(Revised 0915)

This total tentative agreement is comprised of six pages and four items as follows:

Item 1. Term – October 1, 2025 to September 30, 2028

Item 2. Economic Settlement – Salaries and Hospitalization and Medical Care:

Below are two options for settlement of Section 5. Salaries and Section 20. Hospitalization and Medical Care.

OPTION 1:
Section 5 Salaries –

Effective the first full pay period in October 2025 – 3.25% across the board salary increase.

4.1.2026 TA: 2026 – The parties agree to reopen Section 5. Salaries and Exhibit A of this MOU for a possible increase in salaries. The parties shall meet no later than thirty (30) days after federal adoption of the HUD budget for fiscal year 2027. Any increase in salaries as a result of this reopener shall be effective the first full pay period in October 2026. Discussion on the classification/compensation study performed by Gallagher in 2025 shall be included in this reopener.

4.1.2026 TA: 2027 – The parties agree to reopen Section 5. Salaries and Exhibit A of this MOU for a possible increase in salaries. The parties shall meet no later than thirty (30) days after federal adoption of the HUD budget for fiscal year 2028. Any increase in salaries as a result of this reopener shall be effective the first full pay period in October 2027.

4.1.2026 TA 4.21.2026 response to union friendly amendment request: Additionally, as part of the Housing Authority's counterproposal to Section 5 – Salaries, and due to uncertainty regarding available funding for fiscal years 2026 and 2027, the Housing Authority proposes to provide additional paid time off in lieu of additional salary increases during this period.

Accordingly, the Housing Authority shall provide two (2) paid Winter Recess Holidays in December 2026 and December 2027 (sixteen (16) hours for full-time employees).

1. The Winter Recess Holidays shall be taken during December 27 – December 31 of each year (2026 and 2027) as scheduled by the Housing Authority based on operational needs. Winter Recess Holidays may not be banked for use outside of December 27 – December 31 of each year (2026 and 2027).

2. Winter Recess Holidays shall be scheduled in the same manner as vacation leave unless otherwise determined by the Housing Authority.

3. Employees must be in a paid status on their regularly scheduled workdays immediately preceding and following the Winter Recess Holiday to be eligible for holiday pay, unless the absence is approved paid leave.

4. Employees who are required and authorized to work on a Winter Recess Holiday shall receive compensation in accordance with the Holiday Pay provisions of this Memorandum of Understanding.

Section 20 Hospitalization and Medical Care

During the term of this 2025 – 2028 MOU the Authority is agreeable to a reopener, upon request of either party, to explore options other than benefits provided through the Teamsters Medical Trust.

20.1 The Housing Authority shall provide hospital and medical care, dental benefits and vision benefits to employees covered by this Memorandum of Understanding. Employees are eligible to receive medical and dental benefits the first day of the second month following the month in which a minimum of eighty (80) hours were worked. Family members eligible for coverage shall include spouse, domestic partner, children, children of domestic partner and any other dependent deemed eligible by the Teamsters Managed Trust. The Authority shall pay the full amount of the costs for regular full-time employees and shall pay a pro-rata share of the costs for regular part-time employees. Temporary, extra help and provisional employees are not entitled to receive hospital and medical care, dental benefits and vision benefits. The Authority will contract with the Teamster Managed Trust for medical and dental coverage through the M20 plan that provides for Kaiser and United Healthcare. Employees hired after April 1, 2014, may elect coverage through Kaiser at the single, two-party or family rate or may select the annuity coverage at the single party rate. Effective October 1, 2015, the Authority will pay 88% of the cost of the medical, dental and vision plan for employees who select

Kaiser and the employees will pay 12%. Effective October 1, 2015, the Authority will pay 86% of the cost of the medical, dental and vision plan for employees who select the alternative medical plan (currently United Healthcare) and the employees will pay 14%.

Effective the pay period following Housing Authority Board adoption of the 2025 – 2028 MOU the Authority will pay 90% of the cost of the medical, dental and vision plan and the employees will pay 10% of the cost of the medical, dental and vision plan.

The employee's share will be paid pre-tax.

The Housing Authority reserves the right to provide medical insurance benefits under a program other than those currently offered during the term of the Memorandum of Understanding. In the event the Housing Authority exercises this option, the alternative coverage shall be substantially equivalent to the level of benefits in effect as of the date of this Memorandum of Understanding. The Housing Authority shall meet and confer and reach agreement with the Union regarding such alternative coverage prior to the execution date of any provider contract for such coverage

----All other Section 20 subsections remain the same.----

OR

OPTION 2:

Section 5 Salaries –

Effective the first full pay period in October 2025 – 3.5% across the board salary increase.

4.1.2026 TA: 2026 – The parties agree to reopen Section 5. Salaries and Exhibit A of this MOU for a possible increase in salaries. The parties shall meet no later than thirty (30) days after federal adoption of the HUD budget for fiscal year 2027. Any increase in salaries as a result of this reopener shall be effective the first full pay period in October 2026. Discussion on the classification/compensation study performed by Gallagher in 2025 shall be included in this reopener.

4.1.2026 TA: 2027 – The parties agree to reopen Section 5. Salaries and Exhibit A of this MOU for a possible increase in salaries. The parties shall meet no later than thirty (30) days after federal adoption of the HUD budget for fiscal year 2028. Any increase in salaries as a result of this reopener shall be effective the first full pay period in October 2027.

4.1.2026 TA 4.21.2026 response to union friendly amendment request: Additionally, as part of the Housing Authority's counterproposal to Section 5 – Salaries, and due to uncertainty regarding available funding for fiscal years 2026 and 2027, the Housing Authority proposes to provide additional paid time off in lieu of additional salary increases during this period.

Accordingly, the Housing Authority shall provide two (2) paid Winter Recess Holidays in December 2026 and December 2027 (sixteen (16) hours for full-time employees).

5. The Winter Recess Holidays shall be taken during December 27 – December 31 of each year (2026 and 2027) as scheduled by the Housing Authority based on operational needs. Winter Recess Holidays may not be banked for use outside of December 27 – December 31 of each year (2026 and 2027).

6. Winter Recess Holidays shall be scheduled in the same manner as vacation leave unless otherwise determined by the Housing Authority.

7. Employees must be in a paid status on their regularly scheduled workdays immediately preceding and following the Winter Recess Holiday to be eligible for holiday pay, unless the absence is approved paid leave.

8. Employees who are required and authorized to work on a Winter Recess Holiday shall receive compensation in accordance with the Holiday Pay provisions of this Memorandum of Understanding.

Section 20 Hospitalization and Medical Care

During the term of this 2025 – 2028 MOU the Authority is agreeable to a reopener, upon request of either party, to explore options other than benefits provided through the Teamsters Medical Trust.

--All existing Section 20 subsections including employer and employee contribution percentages remain the same.---

---------------------------------------End of Item 2.---

Item 3: Modify Bereavement Leave as follows:

Section 18. Bereavement Leave

The Authority agrees that it will grant to all employees, upon notification of the employee's supervisor, **five (5) days of leave in the event of a death in the immediate family of such employee. Three**~~three~~ (3) days **of such leave will be granted** with pay at his/her regular rate ~~for the purpose of arranging for and/or attending the funeral in the event of a death in the immediate family of such employee~~. Additional days of bereavement leave will be charged to the employee's accumulated sick leave or vacation balance, or approved leave without pay at the employee's choice.

It is understood that "immediate family" shall mean spouse, domestic partner, parents, parents–in-law, child, child of domestic partner, son-in-law, daughter-in-law, sibling, siblings-in-law, grandparents, grandparent-in-law, step parents or step children or any relative or dependent residing in the home of the employee at the time of death. The Employer may require that the employee provide proof of death and/or relationship of the deceased. For the purposes of this section one day is defined as eight (8) hours.

Leave granted for this purpose may be taken intermittently but shall be completed within three (3) months of the date of the death of the family member.

---------------------------------------End of Item 3.---

Item 4: All previous Tentative Agreements as follows:

Telework.

4.15.2026 TA:

HACSM recognizes that telework may provide benefits to employees; telework is a benefit, not an entitlement. HACSM may provide the option of telework to employees, upon completion of a telework request form and a telework agreement between HACSM and the employee. Approval for telework is at the sole discretion of the Employer.

Telework is not a general standard ratio of in office and telework days or hours. Each determination is based upon an employee's classification and work assignment as well as operational factors. Employees may be required to appear in person in the office on days normally scheduled for telework (i.e. required meetings or operational/coverage needs).

Factors to be considered in evaluating telework requests include:

i. Public facing job requirements and public service levels as determined by HACSM.
ii. Coverage and scheduling issues
iii. Job performance
iv. Requirements for supervisor and peer interaction, and in-person training and events as determined by HACSM.
v. Employees under a probationary period are required to come into the office and cannot telework, with the exception of the 9/80 schedule work Friday (only with an agency-issued laptop and ISD approval).

Requests for telework shall not be unreasonably denied. An employee who is denied telework may appeal their supervisor's decision to their manager. The final determination may be made by the Executive Director or designee. The denial of telework shall not be subject to the grievance procedure.

Prior to implementation of the telework request form and telework agreement form, the employer shall provide the draft forms to the union and, upon request, meet and confer on their contents.

8.18.2025 –TA:

Section 2.5 Advance Notice

Except in cases of emergency as provided below in this subsection the Union, if affected, shall be given reasonable advance written notice of any policy, procedure, ordinance, resolution, rule or regulation directly relating to matters within the scope of representation proposed to be adopted by the Housing Authority and shall be given the opportunity to meet **and confer** with the appropriate management representatives prior to adoption.

2.20.2026 –TA for HA to explore purchase of mobile phones for inspectors to use in the field.

4.1.2026 – TA:

Section 14. Holidays

Add March 31 (Farmworkers Day) to list of holidays. Remove paragraph: "Employees requesting to use their available floating holiday hours in recognition of Cesar Chavez's Birthday (March 31 or day observed as such) will not be unreasonably denied."

8/18/25 TA:

Update Exhibit A salary schedules to reflect changes for one year extension and $30.00/hr. livable wage adjustment. The parties shall meet and confer on the compaction issues for the livable wage adjustment.

---------------------------------------End of All Items.---

For AFSCME:

Signed by:
Anthony Walters
51B90626FADE43C...
Anthony Walters, Union Representative

DocuSigned by:
Patricia Aguayo
61800102B6804C5...
Patricia Aguayo, Lead Union Steward

For the Housing Authority:

Signed by:
Stacey Cue
1BD249334A3841F...
Stacey Cue, Chief Negotiator

DocuSigned by:
Debbie McIntyre
7FD843EBFC504CB...
Debbie McIntyre, Executive Director