



**CITY OF HAWAIIAN GARDENS  
CITY COUNCIL  
STAFF REPORT**

Agenda Item #{{section.number}}14

**DATE:** June 22, 2021

**TO:** Honorable Mayor and Members of the City Council

**FROM:** Linda Hollinsworth, Interim City Manager

**BY:** Megan Garibaldi, City Attorney

**RECOMMENDATION:**

RECOMMENDATION TO ADOPT RESOLUTION NO. 021-2021 AUTHORIZING A SIDE LETTER AGREEMENT BETWEEN THE CITY OF HAWAIIAN GARDENS AND THE AMERICAN FEDERATION OF STATE, COUNTY & MUNICIPAL EMPLOYEES ("AFSCME"), MANAGEMENT BARGAINING UNIT, SUSPENDING PANDEMIC FURLOUGHS

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**SUMMARY**

In the past two months, City Management has engaged in good faith negotiations with the AFSCME Management Bargaining Unit to suspend the furlough achieved under the parties' February 2021 Side Letter Agreement. Effective April 1, 2021, the parties agreed to a regular furlough of full-time Management Unit employees through December 31, 2021 to address significant budget shortfalls resulting from the COVID-19 pandemic. The steady drop in local COVID-19 case rates have since allowed for the gradual reopening of local businesses and activities at City Hall, creating a need to return to pre-pandemic staffing levels.

Accordingly, the City and AFSCME Management Bargaining Unit have proposed a new Side Letter Agreement to the parties' MOU to suspend that part of the February 2021 Side Letter Agreement, as adopted under Resolution No. 007-2021, instituting a furlough. Under the new agreement, the City may reinstate the previously adopted furlough program as necessary to meet projected budget shortfalls, provided that the Union receives 30-day notice of any such reinstatement. Except as specified in the foregoing, the parties' MOU, as amended by the February 2021 Side Letter Agreement, remains in full force and effect.

In light of the ongoing financial impacts of the COVID-19 pandemic, the City and the Union

believe that the proposed side letter represents a good faith negotiation of the parties' interests respecting the furlough.

### **FISCAL IMPACT**

As cost savings anticipated through the furlough were not realized, this action would not introduce significant additional costs.

### **SUGGESTED ACTION**

Approve Recommendation.

### **ATTACHMENTS**

- A. Resolution 021-2021
- B. Proposed Side Letter Agreement