

**BOARD OF PORT COMMISSIONERS
CITY OF OAKLAND**

10/9/2025
Item No.: 6.3 (A)
DC/pcm



**RESOLUTION RATIFYING AND APPROVING A MEMORANDUM OF
UNDERSTANDING WITH THE INTERNATIONAL FEDERATION OF
PROFESSIONAL AND TECHNICAL ENGINEERS, LOCAL 21 FOR
A TERM COMMENCING OCTOBER 1, 2025 THROUGH JUNE 30,
2028.**

WHEREAS, the Board of Port Commissioners ("Board") has reviewed and evaluated the Agenda Report for Agenda Item 6.3, dated October 9, 2025 ("Agenda Report") and related materials, has received the expert testimony of Port of Oakland ("Port") staff, and has provided opportunities for and taken public comment; and

WHEREAS, the Port and the International Federation of Professional and Technical Engineers, Local 21 ("IFPTE Local 21"), reached agreement on a Comprehensive Tentative Agreement ("TA") dated September 12, 2025 to extend the terms and conditions of employment and certain benefits as set forth in the parties' 2022-2025 Memorandum of Understanding for a thirty three (33) month period commencing October 1, 2025 through June 30, 2028; and

WHEREAS, the TA provided for the following cost of living adjustments: an increase effective the first day of the pay period containing January 1, 2026 equal to the October 2024-October 2025 Consumer Price Index for All Urban Consumers (CPI-U) which shall not be less than one percent (1.0%) and no more than three percent (3%); an increase effective the first day of the pay period containing July 1, 2026 equal to the April 2025-April 2026 CPI-U which shall not be less than one percent (1.0%) and no more than three percent (3%); an increase effective the first day of the pay period containing July 1, 2027 equal to the April 2026-April 2027 CPI-U which shall not be less than one and one-half percent (1.5%) and no more than three and one-half percent (3.5%); and, for the final contract year starting July 1, 2027, if the CPI exceeds 4.5% at the April 2027 measured date, upon request of IFPTE Local 21, the parties will meet over economics with any changes by mutual agreement only; and

WHEREAS, the Port and IFPTE Local 21 also reached agreement on a "Sideletter Agreement on Additional Leave Time" dated September 22, 2025 which provided for six (6) days of additional paid leave time: three (3) days effective October 1, 2025; two (2) days effective July 1, 2026; and, one (1) day effective July 1, 2027; the additional paid leave has no cash value, and if not used by June 30, 2028, such leave will be irrevocably forfeited; and

WHEREAS, that in acting upon the matters contained herein, the Board has exercised its independent judgment based upon substantial evidence in the record and adopts and relies upon the facts, data, analysis, and findings set forth in the Agenda Report and in related materials and in testimony received;

NOW, THEREFORE, BE IT RESOLVED AS FOLLOWS:

Section 1. Based upon the information contained in the Agenda Report and in testimony received, the Board finds and determines that:

A. The proposed action is categorically exempt from the California Environmental Quality Act ("CEQA") because it is not a "project" as defined in Public Resources Code Section 21065.

B. The terms and conditions of employment and certain benefits as set forth in the Memorandum of Understanding between the Port and IFPTE Local 21, for a thirty-three (33) month term commencing October 1, 2025 through June 30, 2028, to be effective on October 1, 2025, as more fully described in the Agenda Report, are hereby ratified and approved.

Section 2. The Board hereby approves and authorizes the Executive Director to execute said Memorandum of Understanding for and on behalf of this Board, provided, however, the same shall be approved as to form and legality by the Port Attorney.

Section 3. This resolution shall be effective immediately upon adoption by the Board.