



**Contra
Costa
County**

To: In-Home Supportive Services Public Authority

From: David Twa, County Administrator

Date: March 15, 2016

Subject: Resolution No. 2016/104 Memorandum of Understanding between IHSS Public Authority and SEIU Local 2015

RECOMMENDATION(S):

ADOPT Resolution No. 2016/104 to approve the Memorandum of Understanding between In-Home Supportive Services (IHSS) Public Authority and SEIU Local 2015 providing for wages, benefits and other terms and conditions of employment for the period of November 1, 2015 through June 30, 2018.

FISCAL IMPACT:

The County share of the negotiated contract increases will be added to the current FY 2015/16 Maintenance of Effort (MOE). The MOE is subject to an annual 3.5% statutory increase. The estimated general fund cost of a \$0.50 increase is \$404,000 for approximately three months in FY 2015/16, and \$1.6 million for FY 2016/17. The cost of the \$0.25 increase effective January 1, 2017 is \$404,000 for FY 2016/17 and \$807,000 for FY 2017/18. The total negotiated increases, excluding the MOE, are \$404,000 for FY 2015/16, \$2.0 million in FY 2016/17, and \$2.4 million for FY 2017/18.

BACKGROUND:

The Public Authority began bargaining with SEIU, United Healthcare Workers -West on March 11, 2014. Since that time, the contract was extended three times, and the unit

☒ APPROVE

☐ OTHER

☒ RECOMMENDATION OF CNTY
ADMINISTRATOR

☐ RECOMMENDATION OF BOARD
COMMITTEE

Action of Board On: **03/15/2016** ☒ APPROVED AS RECOMMENDED ☐ OTHER

Clerks Notes:

VOTE OF SUPERVISORS

AYE: John Gioia, District I Supervisor
Candace Andersen, District II Supervisor
Mary N. Piepho, District III Supervisor
Karen Mitchoff, District IV Supervisor
Federal D. Glover, District V Supervisor

I hereby certify that this is a true and correct copy of an action taken and entered on the minutes of the Board of Supervisors on the date shown.

ATTESTED: March 15, 2016

David Twa, County Administrator and Clerk of the Board of Supervisors

Contact: Lisa Driscoll, County
Finance Director (925) 335-1023

By: June McHuen, Deputy

transitioned to SEIU, Local 2015. A tentative agreement was finally reached on February 12, 2016. The resulting Memorandum of Understanding is attached.

BACKGROUND: (CONT'D)

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In summary, the significant changes are:

- Term of Agreement
 - The term of agreement is from November 1, 2015, through June 30, 2018.
- Union Recognition - Section 2
 - Union recognition was changed in this section, and the reference was changed throughout the agreement, from SEIU, United Healthcare Workers West to SEIU, Local 2015.
- Payroll - Section 5
 - Deleted language regarding the Authority maintaining an additional drop box for Providers to deposit their timesheets in the lobby of the Public Authority, in addition to the drop box located at 500 Ellinwood Way in Pleasant Hill.
- Union Rights - Section 6
 - The MOU section on Union Rights was completely updated to reflect current practice.
- Wages - Section 7
 - Effective upon Public Authority adoption, and state approval of rate change, the hourly rate will be increased from \$11.50 to \$12.00.
 - Effective January 1, 2017, the hourly rate will be increased from \$12.00 to \$12.25.
- Orientation and Training - Section 11
 - The training section of the MOU was updated to include new provider orientation language and specifies that time will be set aside at the beginning of each orientation for the Union to talk to new providers about the Union.
- Health/Dental Plan - Section 14
 - The section was updated to include current premium contributions, specified the end date for specified CCHP Plan A-2 premium contributions, and removed Federal Medical Assistant Percentage language.

CONSEQUENCE OF NEGATIVE ACTION:

Failure to approve this MOU will result in the providers continuing to work out of contract and not benefiting from the negotiated wage increases.

ATTACHMENTS

Resolution No. 2016/104

SEIU Local 2015 MOU 11/1/15 thru 6/30/18