



Contra
Costa
County

To: Board of Supervisors
From: David Twa, County Administrator
Date: January 17, 2017

Subject: Memoranda of Understanding with SEIU, Local 1021 Rank and File and Service Line Supervisors Units

RECOMMENDATION(S):

ADOPT Resolution No. 2017/6 approving the Memoranda of Understanding with SEIU Local 1021 Rank and File and Service Line Supervisors Units, for the period of July 1, 2016 through June 30, 2019.

FISCAL IMPACT:

The estimated cost of the negotiated contract is \$3.3 million for FY 2016/17 (approximately \$2.2 million is due to the mid-year 5% wage increase); \$6.3 million for FY 2017/18 (\$4.4 million from the full year cost of the January 1, 2017, 5% wage increase and \$1.7 million from the July 1, 2017, 2% wage increase); and \$9.0 million for FY 2018/19 (\$2.6 million from the July 1, 2018, 3% wage increase).

BACKGROUND:

The SEIU, Local 1021 Rank and File and Service Line Supervisors Units began bargaining with Contra Costa County March 22, 2016. A Tentative Agreement was reached between the County and SEIU on December 17, 2016 and ratified on December 29, 2016. The resulting Memoranda of Understanding (MOUs) are attached.

☒ APPROVE

☐ OTHER

☒ RECOMMENDATION OF CNTY
ADMINISTRATOR

☐ RECOMMENDATION OF BOARD
COMMITTEE

Action of Board On: **01/17/2017** ☒ APPROVED AS RECOMMENDED ☐ OTHER

Clerks Notes:

VOTE OF SUPERVISORS

AYE: John Gioia, District I Supervisor
Candace Andersen, District II
Supervisor
Diane Burgis, 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: January 17, 2017

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

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

By: June McHuen, Deputy

A summary of the changes follow.

BACKGROUND: (CONT'D)

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SEIU, Local 1021 (Rank and File)

Duration of Agreement - Section 54.4

- The term of the agreement is July 1, 2016 through June 30, 2019.

General Wages - Section 5.1

- Effective on the first day of the month following ratification by the Union, the base rate of pay will be increased by five percent (5%).
- Effective July 1, 2017, the base rate of pay will be increased by two percent (2%).
- Effective July 1, 2018, the base rate of pay will be increased by three percent (3%).

Lump Sum Ratification Payment – Section 5.2

- Permanent active employees, including project employees will receive a one-time lump sum ratification payment of one thousand dollars (\$1,000).
- Permanent active part-time employees, including part-time project employees will receive a pro-rated amount of the ratification payment.
- Permanent-intermittent, temporary, and per diem employees are not eligible for the ratification payment.
- In order to qualify for the ratification payment, employees must be employed by the County in a classification represented by the Union on the first day of the month in which the MOU is adopted by the Board of Supervisors.

Health, Life & Dental Care – Section 18

- New Section 18.7.d added to establish new County contribution subsidy for active employees who enroll or have already enrolled in Kaiser Permanente Plan A for the 2017 plan year. A special open enrollment for health care is to be held during the month of January 2017.
- Health Care Re-Opener Side Letter (dated October 6, 2015) incorporated into the MOU.
- Side letter regarding Voluntary Vision Plan and Health Savings Account (dated October 18, 2016) incorporated into the MOU.

Written Statement for New Employees – Section 2.9

- Time allotted for Union presentations during new employee orientation meetings increased from fifteen (15) minutes to thirty (30) minutes.

Chapter Officers – Section 4.3

- Parties agreed to adhere to current weekly hours limitation (16 hours) for designated Chapter Officers.

Pay Warrant Errors – Section 5.17

- The retroactive period to recover overpayments or underpayments to an employee reduced from two (2) years to six (6) months. The new retroactive period is to apply on a prospective basis upon the Board of Supervisor's adoption of the MOU.

Compensatory Time – Section 7.2

- Language revised to clarify that employees do not need to re-elect compensatory time each year.

Grievance Procedure – Section 25

- References to "Human Resources Director" removed and replaced with "Employee Relations Officer or his/her designee."
- Language added to clarify that the time limit for discipline appeals is governed by Section 24.5 (Procedure on Dismissal, Suspension, or Demotion)

Mileage – Section 28

- Language revised to clarify that Administrative Bulletin on Expense Reimbursement will govern reimbursement for mileage.
- New section added regarding Commuter Benefit Program.

Safety Program – Section 34

- Language revised regarding the structure of the Employment and Human Services Department's safety committee.

Meal Reimbursement – Section 39

- Language revised to clarify that Administrative Bulletin on Expense Reimbursement will govern reimbursement for meal expenses.

Permanent-Intermittent Health Plan – Section 45

- Section regarding health plan for permanent-intermittent employees deleted from MOU.

Student Worker/Administrative Intern – Section 50.1.C

- References to "Student Worker/Administrative Intern" changed to "Student Intern."

Health Benefits for Temporary Employees – Section 50.7.F

- Section deleted regarding health benefits for temporary employees.

Project Employees – New Section 51

- Attachment C regarding project positions incorporated into MOU body.

The following Attachments deleted from the MOU

- Attachment B – Medical/Dental/Life Insurance Adjustments
- Attachment D – Side Letter regarding Customer Service Agent I & II Permanent-Intermittent Employees
- Attachment F – California Health Benefits Exchange Package

SEIU, Local 1021 (Service Line Supervisors)

Duration of Agreement - Section 54.4

- The term of the agreement is July 1, 2016 through June 30, 2019.

General Wages - Section 5.1

- Effective on the first day of the month following ratification by the Union, the base rate of pay will be increased by five percent (5%).
- Effective July 1, 2017, the base rate of pay will be increased by two percent (2%).
- Effective July 1, 2018, the base rate of pay will be increased by three percent (3%).

Lump Sum Ratification Payment – Section 5.2

- Permanent active employees, including project employees will receive a one-time lump sum ratification payment of one thousand dollars (\$1,000).
- Permanent active part-time employees, including part-time project employees will receive a pro-rated amount of the ratification payment.
- Permanent-intermittent, temporary, and per diem employees are not eligible for the ratification payment.
- In order to qualify for the ratification payment, employees must be employed by the County in a classification represented by the Union on the first day of the month in which the MOU is adopted by the Board of Supervisors.

Health, Life & Dental Care – Section 19

- New Section 19.7.d added to establish new County contribution subsidy for active employees who enroll or have already enrolled in Kaiser Permanente Plan A for the 2017 plan year. A special open enrollment for health care will be held during the month of January 2017.
- Health Care Re-Opener Side Letter (dated October 6, 2015) incorporated into the MOU.
- Side letter regarding Voluntary Vision Plan and Health Savings Account (dated October 18, 2016) incorporated into the MOU.

Written Statement for New Employees – Section 2.9

- Time allotted for Union presentations during new employee orientation meetings increased from fifteen (15) minutes to thirty (30) minutes.

Union Representatives – Section 4.2

- Parties agreed to adhere to current weekly hours limitation (5 hours) for designated Union representatives.

Pay Warrant Errors – Section 5.16

- The retroactive period to recover overpayments or underpayments to an employee reduced from two (2) years to six (6) months. The new retroactive period is to apply on a prospective basis upon the Board of Supervisor's adoption of the MOU.

Shift Differential – Section 10

- References to “temporary employees” removed from section.

Grievance Procedure – Section 25

- References to “Human Resources Director” removed and replaced with “Employee Relations Officer or his/her designee.”
- Language added to clarify that the time limit for discipline appeals is governed by Section 24.5 (Procedure on Dismissal, Suspension, or Demotion)

Mileage – Section 29

- Language revised to clarify that Administrative Bulletin on Expense Reimbursement will govern reimbursement for mileage.
- New section added regarding Commuter Benefit Program.

Project Employees – New Section 31

- New section added regarding limitations of project employees.

Safety Program – Section 36

- Language revised regarding the structure of the Employment and Human Services Department's safety committee.

Meal Reimbursement – Section 39

- Language revised to clarify that Administrative Bulletin on Expense Reimbursement will govern reimbursement for meal expenses.

Permanent-Intermittent Health Plan – Section 45

- Section regarding health plan for permanent-intermittent employees deleted from MOU.

The following Attachment deleted from the MOU

- Attachment B – Medical/Dental/Life Insurance Adjustments

CONSEQUENCE OF NEGATIVE ACTION:

The County will continue to be out of contract with SEIU Local 1021 and may experience recruitment and retention difficulties.

CLERK'S ADDENDUM

Speaker: Dan Jameyson, SEIU 1021.

ATTACHMENTS

Resolution No. 2017/6

Resolution No. 2017/6

SEIU 1021 R&F MOU 7/1/2016-6/30/2019

SEIU 1021 SLS MOU 7/1/2016-6/30/2019