



**Contra
Costa
County**

To: In-Home Supportive Services Public Authority

From: David Twa, County Administrator

Date: June 23, 2020

Subject: Resolution No. 2020/139 Memorandum of Understanding between IHSS Public Authority and SEIU Local 2015

RECOMMENDATION(S):

ADOPT Resolution No. 2020/139 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 July 1, 2018 through June 30, 2022.

FISCAL IMPACT:

The County share of the negotiated contract increases will be added to the FY 2020/21 IHSS Maintenance of Effort (MOE). The salary increase of \$1.00 above minimum wage is expected to begin approximately September 1, 2020. The estimated general fund cost in FY 2020/21 is \$1.79 million. Effective January 1, 2022 the state share of non-federal costs decreases from 65% to 35% and the county share of non-federal costs increases from 35% to 65%. In FY 2021/22, the increased county sharing ratio increases the general fund cost by \$1.17 million for a total of approximately \$3.0 million.

BACKGROUND:

The Public Authority began bargaining with SEIU, Local 2015 on September 27, 2019. A tentative agreement was reached on May 8, 2020. The resulting Memorandum of

☒ APPROVE

☐ OTHER

☒ RECOMMENDATION OF CNTY
ADMINISTRATOR

☐ RECOMMENDATION OF BOARD
COMMITTEE

Action of Board On: **06/23/2020** ☒ 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: June 23, 2020

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

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

By: June McHuen, Deputy

Understanding, which is expected to be ratified by SEIU Local 2015 prior to June 23, 2020, is attached.

BACKGROUND: (CONT'D)

> In summary, the significant changes are:

- Duration of Agreement - Section 19
 - July 1, 2018 – June 30, 2022
- Wages - Section 7
 - Acknowledges Side Letter to increase base wage from \$12.25 to \$13.00 per the October 8, 2019 Board of Supervisor agenda
 - Upon Authority adoption, and state approval of rate change, increases base wage for providers \$1.00 above California minimum wage
 - Deletes last paragraph in Section 7.2 – Wage Contingency
 - Adds Section 7.3 – Additional Funding
- Preamble/Definitions – Section 1
 - Updates Preamble
 - Adds definition for Union, Public Authority, Provider, and Consumer
 - Revises definition for Days
- Union Recognition – Section 2
 - Adds Providers who are employed in the Waiver Personal Care Services (WPCS) program to the bargaining unit.
- No Discrimination – Section 4
 - Adds marital status, gender identity, and genetic information
- Union Rights – Section 6
 - Replaces “Contra Costa County In-Home Supportive Services Authority” with “Public Authority” in Section 6.1
 - Replaces “SEIU” with “the Union” in Section 6.1
 - Adds title to Section 6.2 – Bulletin Boards
- Consumer Rights – Section 8
 - Deletes first sentence in Section 8.2 – Confidentiality-Right to Privacy
- Health and Safety – Section 12
 - Adds title to Section 12.1 - Health and Safety Committee
 - Adds new Section 12.2 – Safe and Healthy Working Environment
 - Adds new Section 12.3 – Personal Protective Equipment - Public Authority will spend up to \$10,000 each year for purchasing/restocking of protective equipment
- Pension Fund Participation – Section 13
 - Deletes obsolete language in Section 13.1.C(5)
- Health/Dental Plan – Section 14
 - Effective 7/1/2020, changes share of monthly plan premium to 5% of the CCHP Plan A-2 monthly premium for each eligible Provider
 - Deletes obsolete language
- Transportation – Section 17
 - Deletes obsolete section
- Clean-up
 - Update “Authority” with “Public Authority” throughout

- Delete “IHSS” when referencing Public Authority throughout
- Incorporates side letter
- Renumbers and makes non-substantive edits to the MOU as necessary

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 2020/139

MOU SEIU 2015 7-1-18 thru 6-30-22