



Contra  
Costa  
County

To: Board of Supervisors  
From: Monica Nino, County Administrator  
Date: August 16, 2022

Subject: Resolution No. 2022/294 approving Memoranda of Understanding between the County and SEIU, Local 1021

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### **RECOMMENDATION(S):**

ADOPT Resolution No. 2022/294 approving the agreement for a successor Memorandum of Understanding between Contra Costa County and SEIU Local 1021 Rank and File Unit and SEIU, Local 1021 Service Line Supervisors Unit, implementing negotiated wage agreements and other economic terms and conditions of employment, for the period of July 1, 2022 through June 30, 2026.

### **FISCAL IMPACT:**

The estimated increase in salary costs of the negotiated contracts between the County and SEIU, Local 1021 Rank and File Unit and SEIU, Local 1021 Service Line Supervisors Unit is \$4.8 million for Fiscal Year 2022-2023, \$5.5 million for FY23-24, \$5.8 million for FY24-25, and \$6.1 million for FY25-26. Employees in the Service Line Supervisors Unit may exchange up to 1/3 of their annual vacation accruals for cash, at an estimated annual cost of \$20,000. The Juneteenth Holiday will have an approximate cost of \$1.3 million per year for all employee groups in the County. The Pandemic Service Relief Payment has an estimated one-time cost for the nine Coalition unions of approximately \$16.3 million and a County-wide one-time cost of \$22.8 million.

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☒ APPROVE

☐ OTHER

☒ RECOMMENDATION OF CNTY  
ADMINISTRATOR

☐ RECOMMENDATION OF BOARD  
COMMITTEE

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Action of Board On: **08/16/2022** ☒ 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: August 16, 2022

, County Administrator and Clerk of the Board of Supervisors

Contact: David Sanford, Chief of Labor Relations, (925) 655-2070

By: June McHuen, Deputy

cc:

**BACKGROUND:**

The County began bargaining with the Union Coalition unions on April 18, 2022. A Tentative Agreement was reached between the County and SEIU, Local 1021 on August 5, 2022. The Union completed their ratification on August 12, 2022. The resulting Tentative Agreements between the County and the Union, attached, includes modifications to wages, health care, and other benefit changes. In summary, those changes are:

## BACKGROUND: (CONT'D)

In summary, those changes are:

SEIU Rank and File:

- Duration of Agreement - Section 54.4
  - The term of the agreement is from July 1, 2022 through June 30, 2026.
- General Wages - Section 5
  - Effective August 1, 2022, the base rate of pay for all classifications represented by the Association will be increased by five percent (5.0%).
  - Effective July 1, 2023, the base rate of pay for all classifications represented by the Association will be increased by five percent (5.0%).
  - Effective July 1, 2024, the base rate of pay for all classifications represented by the Association will be increased by five percent (5.0%).
  - Effective July 1, 2025, the base rate of pay for all classifications represented by the Association will be increased by five percent (5.0%).
  - Pandemic Service Relief Payment of up to \$2,500.
  - Compensation study.
- Medical, Life and Dental Care - Section 18
  - Amends dental plan design.
  - Increases the health savings account County contribution from \$625 to \$750 annually for participants in the Kaiser High Deductible Health Plan.
  - Medical Plan Cost Sharing for Active Employees reopener in 2024.
  - Amended language for the existing Joint Labor/Management Benefits Committee
- Sick Leave - Section 14
  - Adds language for baby/child bonding. Clarifies circumstances where employees exhaust accruals.
- Leave of Absence - Section 16
  - Clarifies and amends references to FMLA and CFRA throughout.
  - Cleans up section to be consistent with the law.
- Return to Work Policy for Injury or Illness
  - Removes outdated forms from the policy.
- Payment - Section 5.16
  - Updates language in accordance with the appropriate timing for an employee paycheck advance.
- Compensatory Time - Section 7.2
  - Updates language for timing of compensatory time elections for new employees.
- No Discrimination - Section 3
  - Updates definitions of discrimination and harassment.
- Safety Program - Section 34
  - Amends language and requirement for departmental safety programs.

- Call Back Time - Section 12
  - Corrects the classifications and designation of the program eligible for call back time.
- Shop Stewards and Official Representatives - Section 4
  - Provides release time for official union trainings.
- Holidays - Section 12
  - Adds the Juneteenth holiday to list of observed holidays.
- Bilingual Provisions - Section 26
  - Increases bilingual stipend from \$100 to \$200 per month.

SEIU SLS Unit:

- Duration of Agreement - Section 53.4
  - The term of the agreement is from July 1, 2022 through June 30, 2026.
- General Wages - Section 5
  - Effective August 1, 2022, the base rate of pay for all classifications represented by the Association will be increased by five percent (5.0%).
  - Effective July 1, 2023, the base rate of pay for all classifications represented by the Association will be increased by five percent (5.0%).
  - Effective July 1, 2024, the base rate of pay for all classifications represented by the Association will be increased by five percent (5.0%).
  - Effective July 1, 2025, the base rate of pay for all classifications represented by the Association will be increased by five percent (5.0%).
  - Pandemic Service Relief Payment of up to \$2,500.
  - Compensation study.
- Medical, Life and Dental Care - Section 19
  - Amends dental plan design.
  - Increases the health savings account County contribution from \$625 to \$750 annually for participants in the Kaiser High Deductible Health Plan.
  - Medical Plan Cost Sharing for Active Employees reopener in 2024.
  - Amended language for the existing Joint Labor/Management Benefits Committee
- Sick Leave - Sections 14 & 15
  - Adds language for baby/child bonding. Clarifies circumstances where employees exhaust accruals.
- Leave of Absence - Section 17
  - Clarifies and amends references to FMLA and CFRA throughout.
  - Cleans up section to be consistent with the law.
- Return to Work Policy for Injury or Illness
  - Removes outdated forms from the policy.
- Payment - Section 5.15
  - Updates language in accordance with the appropriate timing for an employee paycheck advance.
- No Discrimination - Section 3
  - Updates definitions of discrimination and harassment.

- Safety Program - Section 34
  - Amends language and requirement for departmental safety programs.
- Shop Stewards and Official Representatives - Section 4
  - Provides release time for official union trainings.
- Holidays - Section 12
  - Adds the Juneteenth holiday to list of observed holidays.
- Bilingual Provisions - Section 26
  - Increases bilingual stipend from \$100 to \$200 per month.
- Special Benefit - Section 15
  - Restores vacation buy-back for newer employees.

#### CONSEQUENCE OF NEGATIVE ACTION:

Employees would be out of contract, which may cause labor issues.

#### ATTACHMENTS

Resolution 2022/294

SEIU R&F Tentative Agreement

SEIU SLS Tentative Agreement