



**Contra
Costa
County**

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

Subject: Resolution No. 2022/292 approving Memoranda of Understanding between the County and Public Employees Union/AFSCME, Local 1

RECOMMENDATION(S):

ADOPT Resolution No. 2022/292 approving the agreement for a Memoranda of Understanding between Contra Costa County and Public Employees Union/AFSCME, Local 1, and the Public Employees Union/AFSCME, Local 1 Community Services Bureau - Site 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 Public Employees Union, Local 1, and the Public Employees Union, Local 1 Community Services Bureau - Site Supervisors Unit is \$2.2 million for Fiscal Year 2022-2023, \$2.5 million for FY23-24, \$2.6 million for FY24-25, and \$2.7 million for FY25-26. 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.

BACKGROUND:

☒ APPROVE

☐ OTHER

☒ RECOMMENDATION OF CNTY
ADMINISTRATOR

☐ RECOMMENDATION OF BOARD
COMMITTEE

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:

The County began bargaining with the Union Coalition unions on April 18, 2022. A Tentative Agreement was reached between the County and PEU, Local 1 on August 9, 2022. The Union completed their ratification on August 15, 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:

PEU Local 1:

- Duration of Agreement - Section 50.4
 - 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.
 - Amend language to clarify current process for pay advance requests.
- Medical, Life and Dental Care - Section 29
 - 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
- Promotion and Transfer - Section 5.12
 - Updates current definitions for promotion and transfer.
- Union Security - Section 2
 - Updates and deletes obsolete language pursuant to the Janus Supreme Court decision and subsequent changes in the law.
- State Disability Insurance - Section 16
 - Clarifies that employees will only be participating in the SDI integration program and not SDI buyback.
- Sick Leave - Section 14
 - 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.
- Holidays and Personal Holiday Credit - Section 12
 - Adds the Juneteenth holiday to list of observed holidays.
- Bilingual Pay - Section 26

- Increases bilingual stipend from \$100 to \$200 per month.
- Library Unit Items - Section 53.5/Library Practices Advisory Committee (attachment J)
 - Creates a new joint labor/management meeting that meets on a regular basis.
- Overtime, Compensatory Time, & Straight Time (Section 7.1)
 - Includes Permanent Intermittent and Project employees in the MOU's overtime section.
- Surgical Scrubs - Section 53
 - Adds Veterinary Assistants to surgical scrub reimbursement. Cleans up language throughout.
- Incorporate side letters and renumber and reorder as needed.

PEU Local 1 Site Supervisors Unit

- Duration of Agreement - Section 32.4
 - 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.
 - Amend language to clarify current process for pay advance requests.
- Medical, Life and Dental Care - Section 26
 - 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
- Promotion and Transfer
 - Updates current definitions for promotion and transfer.
- Union Security - Section 2
 - Updates and deletes obsolete language pursuant to the Janus Supreme Court decision and subsequent changes in the law.
- State Disability Insurance - Section 16
 - Clarifies that employees will only be participating in the SDI integration program and not SDI buyback.
- Sick Leave - Section 12

- 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.
- Holidays Observed - Section 10.1
 - Adds the Juneteenth holiday to list of observed holidays.
- Bilingual Pay - Section 25
 - Increases bilingual stipend from \$100 to \$200 per month

CONSEQUENCE OF NEGATIVE ACTION:

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

ATTACHMENTS

Resolution 2022/292

Local 1 Tentative Agreement

Local 1 CSB Tentative Agreement