

DATE: December 11, 2018

TO: BOARD OF SUPERVISORS

FROM: Ray Espinosa, County Administrative Officer

PREPARED BY: Burke Dunphy

SUBJECT: **ADOPT A RESOLUTION APPROVING A NEW COLLECTIVE BARGAINING AGREEMENT BETWEEN THE COUNTY'S IN-HOME SUPPORTIVE SERVICES PUBLIC AUTHORITY AND THE SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 2015**

**Background Information:**

In-home supportive services providers in the County are represented by The Service Employees International Union, Local 2015. SEIU and the County's In-Home Supportive Services Public Authority have been meeting since February to negotiate a successor agreement to the Memorandum of Understanding (MOU) between the parties which expired on June 30, 2015.

The parties reached a tentative agreement on November 16, 2018. SEIU membership is in the process of completing its ratification vote on the attached MOU and we anticipate receiving the results no later than December 10, 2018. We are submitting this MOU to the Board for your approval pending confirmation that SEIU's membership has ratified the agreement.

**Highlights of this agreement include:**

- Term – 1/1/19 through 12/31/19
- Wages
  - Establishment of an \$0.80 per hour wage supplement on top of the then-current State or Federal minimum wage (whichever is higher).
  - Should the base wage plus the wage supplement exceed the State participation levels, the amount of the wage supplement will be reduced so that the County's Maintenance of Effort remains the same as it would have been had the State participation level not been exceeded.
- Legal Updates
  - Updates to contract language to reflect legal changes, including implementation of paid sick leave, elimination of "agency fee," and non-discrimination language.