



Solano County

675 Texas Street
Fairfield, California 94533
www.solanocounty.com

Agenda Submittal

Agenda #:	25	Status:	Approved
Type:	Resolution	Department:	Human Resources
File #:	13-0800	Contact:	Marc Fox, 784-2552
Agenda date:	09/24/2013	Final Action:	09/24/2013
District:	All		
Attachments:	A - Resolution, MOU Unit #2 - Registered Nurses, Unit #7 - Regulatory, Technical and General Services Employees, Unit #9 - Clerical Employees, MOU Unit #8 - General Services Supervisors, MOU Unit #5 - Health and Welfare Services Employees, MOU Unit #82 - Extra-Help Registered Nurses, Unit #87 - Extra-Help Regulatory, Technical and General Service Employees, Unit #89 - Extra-Help Clerical Employees, Unit #90 - Extra-Help Probation Employees		

Date:	Ver.	Action By:	Action:	Result:
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09/24/2013	1	Board of Supervisors	Adopted	
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Adopt a resolution approving new collective bargaining agreements between Solano County and Service Employees International Union (SEIU), Local 1021, representing Unit 2 (Registered Nurses), Unit 5 (Health and Welfare Employees), Unit 7 (Regulatory, Technical and General Services Employees), Unit 8 (General Services Supervisors), Unit 9 (Clerical Employees), and for extra help employee bargaining Unit 82 (Extra Help Registered Nurses), Unit 87 (Extra Help Regulatory, Technical and General Services Employees), Unit 89 (Extra Help Clerical Employees) and Unit 90 (Extra Help Probation Employees)

Published Notice Required? Yes ____ No X

Public Hearing Required? Yes ____ No X

DEPARTMENTAL RECOMMENDATION:

The Director of Human Resources recommends that the Board of Supervisors adopts a resolution approving new collective bargaining agreements between the County and Service Employees International Union (SEIU), Local 1021, representing Unit 2 (Registered Nurses), Unit 5 (Health and Welfare Employees), Unit 7 (Regulatory, Technical and General Services Employees), Unit 8 (General Services Supervisors), Unit 9 (Clerical Employees), and for extra help employee bargaining Unit 82 (Extra Help Registered Nurses), Unit 87 (Extra Help Regulatory, Technical and General Services Employees), Unit 89 (Extra Help Clerical Employees) and Unit 90 (Extra Help Probation Employees).

SUMMARY:

The County and Service Employees International Union (SEIU), Local 1021 have existing collective

bargaining agreements for Unit 2 (Registered Nurses), Unit 5 (Health and Welfare Employees), Unit 7 (Regulatory, Technical and General Services Employees), Unit 8 (General Services Supervisors), Unit 9 (Clerical Employees), and for extra help employee bargaining Unit 82 (Extra Help Registered Nurses), Unit 87 (Extra Help Regulatory, Technical and General Services Employees), Unit 89 (Extra Help Clerical Employees) and Unit 90 (Extra Help Probation Employees). Representatives of the County and SEIU have met and conferred in good faith regarding the terms for successor collective bargaining agreements.

SEIU presented the successor agreements to their membership, and the membership conducted a ratification election during the period of September 18 - September 20, 2013. SEIU tallied the ratification ballots and notified the County that all bargaining units ratified the new collective bargaining agreements.

FINANCIAL IMPACT

Adoption of the new collective bargaining agreements for Unit 2 (Registered Nurses), Unit 5 (Health and Welfare Employees), Unit 7 (Regulatory, Technical and General Services Employees), Unit 8 (General Services Supervisors), and Unit 9 (Clerical Employees) is projected to increase payroll costs by a total of \$10,402,858 during the term of September 29, 2013 through September 28, 2015. Of this total, \$2,595,813 is attributable to the County's General Fund.

Of this total increased cost, \$2,440,306 is during Fiscal Year 2013/14 (of which \$607,968 is to the General Fund), \$5,886,252 is during Fiscal Year 2014/15 (of which \$1,472,700 is to the General Fund), and \$2,076,300 is during Fiscal Year 2015/16 (through September 2015, and of which \$515,145 is to the General Fund).

There is a fiscal impact for the extra help bargaining units of Unit 82 (Extra Help Registered Nurses), Unit 87 (Extra Help Regulatory, Technical and General Services Employees), Unit 89 (Extra Help Clerical Employees), and Unit 90 (Extra Help Probation Employees) as extra help employees receive the same hourly wage as regular employees. As the wages for regular employees is increasing, except for extra help probation employees who are presently in contract negotiations, the pay rate for extra help employees will also increase. The fiscal impact is dependent on the number of extra help employees working and the total number of hours worked. During Fiscal Year 2013/14 all County departments will absorb any increased cost of extra help employees within their existing budgets. Additionally, there is a potential for a fiscal impact for health insurance which might be provided to extra help employees as a result of the federal Affordable Care Act; however, the County and SEIU have a limited contract reopener regarding the implementation of the federal Affordable Care Act and the provision of health insurance to extra help employees will return to the Board of Supervisors at a later date.

DISCUSSION:

Representatives of the County and Service Employees International Union (SEIU), Local 1021, representing Unit 2 (Registered Nurses), Unit 5 (Health and Welfare Employees), Unit 7 (Regulatory, Technical and General Services Employees), Unit 8 (General Services Supervisors), Unit 9 (Clerical Employees), and for extra help employee bargaining Unit 82 (Extra Help Registered Nurses), Unit 87 (Extra Help Regulatory, Technical and General Services Employees), Unit 89 (Extra Help Clerical Employees) and Unit 90 (Extra Help Probation Employees) have met and conferred in good faith on the changes to the collective bargaining agreements on wages, hours and other terms and conditions of employment.

Three bargaining units (Unit 2, Unit 7, and Unit 9) are governed under a single collective bargaining agreement. The four extra help bargaining units (Unit 82, Unit 87, Unit 89, and Unit 90) are governed under a single collective bargaining agreement. Both Unit 5 and Unit 8 each have a collective bargaining agreement. The parties have agreed on the following changes:

1. TERM OF THE AGREEMENTS: The successor collective bargaining agreements will be for the term of September 29, 2013 through September 28, 2015.

2. WAGES: During Fiscal Year 2013/14 employees will receive a two percent (2%) wage increase effective at the beginning of the pay period which includes October 1, 2013. During Fiscal Year 2014/15 employees will receive a two percent (2%) wage increase effective at the beginning of the pay period which includes October 1, 2014.

The County will conduct a Social Worker III compensation study as of March 1, 2014. The County and SEIU will meet after the completion of the study; there are no pre-determined outcomes which may result from the parties meeting.

3. HEALTH INSURANCE/CAFETERIA PLAN: The County receives health insurance through CalPERS' Public Employees' Medical and Hospital Care Act (PEMHCA, or PERS Health Program). The County's current maximum premium for regular, full-time employees is set at 75% of the 2013 Kaiser Bay Area family rate. The successor collective bargaining agreements for regular employees provide for increases to the County's contribution for health insurance/cafeteria plan. Effective January 1, 2014 the County's contribution will be set at 75% of the 2014 Kaiser Bay Area family rate. Effective January 1, 2015 the County's contribution will be set at 75% of the 2015 Kaiser Bay Area family rate.

In July 2014, SEIU will have the option of a limited reopener to explore possible amendments to lower the cost of family health coverage. Any amendment to the adopted collective bargaining agreements will require both the County's and SEIU's mutual agreement.

Presently, extra help employees do not receive a County contribution toward health insurance. The federal Affordable Care Act mandates employer-provided health insurance to all employees, including extra help employees, who meet specific eligibility requirements. The successor collective bargaining agreement for extra help employees provides a limited contract reopener in the event that the County offers health insurance benefits to extra help employees. Any such offering of extra help employee health insurance will be presented to the Board of Supervisors as a separate agenda item at a future meeting.

4. OTHER ITEMS: Other items include:

- An existing side letter of agreement regarding the library hours is renewed.
- The County has safety committees in multiple departments and employees will be asked to participate as members on these safety committees.
- The successor agreement provides Social Worker III's with two hours paid time for telephone work done during the employee's off-duty time and the hours are treated in the same manner as the existing callback policy.
- Employees who work on a County holiday receive compensatory time off. The Unit 5 (Health and Welfare Employees) existing collective bargaining agreement required employees to use

the holiday compensatory time off by the end of each fiscal year. The successor collective bargaining agreement removes that use restriction.

- A donation drive for employee self-directed contributions of vacation, compensatory time off, or administrative leave to the catastrophic leave program for use by other employees absent from work due to a catastrophic illness or injury.
- Adding “loco parentis” as a recognized member for which leave can be used under the sick leave and bereavement leave programs.
- A commitment to meet at a future date regarding the County’s proposed modifications to the disciplinary action language and grievance process language.
- Lastly, a variety of clean-up language was initiated by removing obsolete references, making contractual language clearer, and making other non-substantive changes. The successor collective bargaining agreements are presented in a new format.

A copy of each successor collective bargaining agreements is available for public review at either the Human Resources Department or from the Clerk of the Board. Some minor, non-substantive corrections may be made to the collective bargaining agreements by the County and SEIU.

ALTERNATIVES:

The Board of Supervisors could elect to not adopt the successor collective bargaining agreements between the County and SEIU, Local 1021; however, this option is not recommended as the new agreements are within the negotiation guidelines provided by the Board to its negotiation team. Additionally, SEIU employees represented under the various bargaining units have ratified the terms for the successor collective bargaining agreements.

OTHER AGENCY INVOLVEMENT:

Negotiation of the successor collective bargaining agreements were through a collaborative effort by the County and Service Employees International Union (SEIU), Local 1021.

CAO RECOMMENDATION:

APPROVE DEPARTMENTAL RECOMMENDATION