

FINANCIAL IMPACT:

Adoption of the new collective bargaining agreement is estimated to increase Public Authority wage costs by a total of \$1,312,519 during the term of the agreement (effective February 27, 2018) through June 30, 2020. Actual costs will be determined by the State based on FY2017/18 IHSS paid provider hours and the applied annual inflation amounts as per Section 12306.16 of the California Welfare and Institutions Code.

The estimated total cost of the In-Home Supportive Services program in Solano County is \$98,917,809. IHSS services share of costs are split between federal, State and County depending on the category of services. The federal government pays between 50-56% of the costs, the State pays between 28.6 - 32.50% of the costs, and the County pays the balance of between 15.4% - 17.5% of the costs. IHSS Administrative costs are split similarly with the exception that the State has implemented a cap on its share of costs of administration, resulting in a lower percentage share of cost for the State of approximately 31% and a higher share of cost for the County of approximately 17.6%.

DISCUSSION:

Representatives of the Public Authority and SEIU, Local 2015 have met and conferred in good faith on a collective bargaining agreement regarding wages, hours and other terms and conditions of employment.

The parties have agreed on the following changes:

1. Term of the Agreement: The collective bargaining agreement will be effective February 27, 2017 (i.e., upon adoption by the Public Authority) through June 30, 2020.
2. Wages: Providers will receive the greater of either the locally adopted wage, federal minimum wage, or state minimum wage plus a \$0.50 wage supplement. The wage supplement goes into effect upon State of California approval, which is anticipated to be May 1, 2018.
3. Other Items:
 - Incorporated the name change from Service Employees International Union (SEIU), United Long Term Care Workers (ULTCW) Local 6434 to SEIU, Local 2015.
 - Deleted the Agency Shop requirements.
 - Deleted the requirement that a Provider who works 26 or more hours per month become a member of the union or pay an agency shop fee.
 - Established a joint labor-management training committee charged with identifying and obtaining mutual agreement on healthcare related training for Providers.
 - Deleted the training and orientations section.
 - Increased the temporary protective equipment and supplies available to Providers.
 - Amended the Side Letter Agreement regarding Provider enrollment orientation.

A copy of the collective bargaining agreement (Attachment B) and Rate Request and supporting documentation are attached (Attachments C and D).

ALTERNATIVES:

The Public Authority could elect to not approve the collective bargaining agreement between the Solano County In-Home Supportive Services Public Authority and SEIU, Local 2015 and could not approve submission of the Rate Request package; however, this is not recommended as the parties have met and conferred in good faith pursuant to the Meyers-Milias-Brown Act and have reached agreement, and the new agreement was negotiated within the parameters previously provided by the Board to its negotiation team. Additionally, those represented within this bargaining unit have ratified the terms of the agreement.

OTHER AGENCY INVOLVEMENT:

Negotiations of the collective bargaining agreement were through a collaborative effort by the County, Public Authority and SEIU, Local 2015.

CAO RECOMMENDATION:

APPROVE DEPARTMENTAL RECOMMENDATION