



Agenda Submittal

Agenda #: 7 **Status:** Consent Calendar
Type: Resolution **Department:** Human Resources
File #: 20-310 **Contact:** Jeannine Seher, 784-3406
Agenda date: 4/28/2020 **Final action:** 4/28/2020
Title: Adopt a resolution approving a successor collective bargaining agreement between Solano County and Unit 1 - Attorneys represented by Chauffeurs, Teamsters and Helpers Union, Local 150
Governing body: Board of Supervisors
District: All
Attachments: 1. A - Unit 1 MOU, 2. B - Resolution, 3. Unit 1 MOU, 4. Adopted Resolution, 5. Minute Order

Date	Ver.	Action By	Action	Result
4/28/2020	1	Board of Supervisors		

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 adopt a resolution approving a successor collective bargaining agreement between the County and Unit 1 Attorneys represented by Chauffeurs, Teamsters and Helpers Union, Local 150.

SUMMARY:

The collective bargaining agreement between the County and Chauffeurs, Teamsters and Helpers Union, Local 150 expired on November 4, 2019. Representatives from the County and Chauffeurs, Teamsters and Helpers Union, Local 150 met and conferred in good faith regarding the terms for the successor collective bargaining agreement. On September 18, 2019, the parties reached a total tentative agreement for the successor collective bargaining agreement for a term through October 21, 2022; the total tentative agreement was not ratified by the Chauffeurs, Teamsters and Helpers Union Local 150 membership. The parties then engaged in the fact-finding process to resolve a dispute involving wages, in accordance with the County's Employer-Employee Relations Rules and Regulations. Through the fact-finding process, the parties reached a settlement agreement, and the membership represented by Chauffeurs, Teamsters and Helpers Union, Local 150 ratified the terms of the successor collective bargaining agreement, and the final step is the Board of Supervisors' approval.

FINANCIAL IMPACT:

Adoption of the new collective bargaining agreement for Unit 1 Attorneys is projected to increase wage and benefits costs by a total of \$3,310,534 based on the terms of the agreement (effective April 28, 2020 through October 21, 2022). Of this total cost, \$125,355 is during Fiscal Year 2019/20, \$991,233 is during Fiscal Year 2020/21, \$1,497,600 is during Fiscal Year 2021/22, and \$696,346 is during Fiscal Year 2022/23. The costs associated with preparing the agenda item are nominal and absorbed by the department's FY2019/20 Adopted Budget.

DISCUSSION:

Representatives of the County and Chauffeurs, Teamsters and Helpers Union, Local 150 have met and conferred in good faith on the changes to the collective bargaining agreement on 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 April 28, 2020 through October 21, 2022.

2. **WAGES:** During Fiscal Year 2019/20, employees receive a four percent (4%) wage increase effective May 3, 2020, the first full pay period following the Board of Supervisors' adoption.

During Fiscal Year 2020/21, employees receive a three percent (3%) wage increase effective February 21, 2021.

During Fiscal Year 2021/22, employees receive a two percent (2%) wage increase effective February 20, 2022.

During Fiscal Year 2022/23, employees receive a one percent (1%) wage increase effective August 21, 2022 and a one percent (1%) wage increase effective September 4, 2022.

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 maximum premium contribution for health insurance/cafeteria plan is set at seventy-five percent (75%) of the PEMHCA Region 1 Kaiser Permanente family rate for benefits effective for 2020, 2021, and 2022.

4. **OTHER PAID HOLIDAYS:** Effective January 1, 2020, employees in Unit 1 will receive the afternoon of December 24th (Christmas Eve Day) and December 31st (New Year's Eve Day) as paid holidays. Any employee who is required to work, which is part of his/her regular work week, shall be entitled to Attorney Time Off for the time actually worked, up to the maximum of four (4) hours.

5. **OTHER ITEMS:**

- Updated the Union Dues section to include verbiage on the process of dues and fees deductions.
- Added standby pay differential for Deputy Public Defender II, III and IV to fulfill the requirements of Welfare and Institution Code Section 625.6 at four dollars (\$4.00) per hour on weekdays and five dollars (\$5.00) per hour on weekends and holidays.
- Provided ability for employees prior to the beginning of each calendar year to cash out up to forty (40) hours of vacation accruals upon projection that the employee will reach the maximum vacation accruals based on his/her years of service during the following calendar year; such request be made between November 5th and by no later than December 20th of the preceding year.
- Provided clarification language in the Layoff section in the event that there are more employees within the same employment status who are tied and the number of tied employees exceeds the number of positions to be laid off.
- Under the disciplinary action and the grievance procedure, changed adjustment board to mediation.

A copy of the collective bargaining agreement is attached. Some minor, non-substantive corrections were

made to the collective bargaining agreement by the County and Chauffeurs, Teamsters and Helpers Union, Local 150.

ALTERNATIVES:

The Board of Supervisors could elect to not adopt the collective bargaining agreement between the County and Chauffeurs, Teamsters and Helpers Union, Local 150. However, this option is not recommended as the parties have met and conferred in good faith pursuant to the Meyers-Milias-Brown Act and have reached an agreement, and the new agreement was negotiated within the parameters previously provided by the Board to the County's negotiating team. Additionally, employees represented by Chauffeurs, Teamsters and Helpers Union, Local 150 have ratified the terms for the successor collective bargaining agreement.

OTHER AGENCY INVOLVEMENT:

Negotiations of the collective bargaining agreement were through a collaborative effort by the County and Chauffeurs, Teamsters and Helpers Union, Local 150.

CAO RECOMMENDATION:

APPROVE DEPARTMENTAL RECOMMENDATION