



Agenda Submittal

Agenda #: 13A **Status:** Approved
Type: Resolution **Department:** Human Resources
File #: 17-839 **Contact:** Marc Fox, 784-2552
Agenda date: 11/14/2017 **Final action:** 11/14/2017
Title: Adopt a resolution approving successor collective bargaining agreements between Solano County and Units 2, 7, 9 (Registered Nurses; Regulatory, Technical and General Services; and Clerical employees), Unit 5 (Health and Welfare Employees), Unit 8 (General Services Supervisors) and Units 82, 87, 89 and 90 (Extra Help Registered Nurses, Regulatory, Technical and General Services, Clerical, and Probation employees)
Governing body: Board of Supervisors
District:
Attachments: 1. A - Resolution, 2. Adopted Resolution, 3. Side Letter - Unit #7, 4. Side Letter -Call Back and Standby Pay Differential, 5. Side Letter - New Employee In-Person Orientations, 6. Side Letter - Unit #8, Admin Leave, IT Coordinator, 7. Minute Order

Date	Ver.	Action By	Action	Result
11/14/2017	1	Board of Supervisors	Adopted	

Published Notice Required? Yes ☐ No ☒
Public Hearing Required? Yes ☐ No ☒

DEPARTMENTAL RECOMMENDATION:

The Director of Human Resources recommends that the Board of Supervisors adopt a resolution approving successor collective bargaining agreements between the County and Units 2, 7, 9 (Registered Nurses; Regulatory, Technical and General Services; and Clerical employees), Unit 5 (Health and Welfare Employees), Unit 8 (General Services Supervisors) and Units 82, 87, 89 and 90 (Extra Help Registered Nurses, Regulatory, Technical and General Services, Clerical, and Probation employees), represented by the Service Employees International Union, Local 1021 (SEIU).

SUMMARY:

The County and SEIU have existing collective bargaining agreements which expired on September 28, 2017. Representatives from the County and SEIU have met and conferred in good faith regarding the terms for successor collective bargaining agreements. The County and SEIU reached a total tentative agreement for a successor collective bargaining agreement, for the term through November 4, 2019. The employees represented by SEIU have 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 Units 2, 7, 9, 5, 8, 82, 87, 89, 90 is projected to increase payroll costs by a total of \$22,059,109 during the term of the agreement (effective November 5, 2017) through November 4, 2019. Of this total cost, \$5,106,743 is during Fiscal Year 2017/18, \$11,887,791 is during Fiscal Year 2018/19, and \$5,064,575 is during Fiscal Year 2019/20 (through November 4, 2019).

DISCUSSION:

Representatives of the County and SEIU 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 November 5, 2017 through November 4, 2019.
2. **WAGES:** During Fiscal Year 2017/18 employees in Bargaining Units 2, 7, 9, 5, 8, 82, 87, 89, 90 receive a four percent (4%) wage increase effective the beginning of the pay period which includes Board adoption of the collective bargaining agreement.

In addition, effective with pay period 15 of 2018 (presently payable on July 20, 2018), all active employees as of July 1, 2018 who were employed by the County on October 31, 2017 and represented by bargaining unit 2, 5, 7, 8 or 9 (or, alternatively, who was employed by the County on October 31, 2017, concurrently retired from the County and CalPERS on or before June 30, 2018, and was represented by bargaining unit 2, 5, 7, 8 or 9) shall receive a one-time lump sum payment of two hundred twenty-five dollars (\$225), with said payment not subject to CalPERS reporting of benefits.

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 75% of the Kaiser Bay Area family rate for benefits effective for 2018 and for 2019. In addition, the pay period which includes Board adoption, employees who elect family coverage, shall receive an additional \$50 per month, or conversely, an employee in a job classification with a maximum salary of six thousand four hundred eighty-seven dollars (\$6,487) or less per month, shall receive a County contribution of eighty dollars (\$80) per month. The supplemental County contribution for family health insurance shall sunset at the end of the pay period which includes the expiration of the 2017-2019 collective bargaining agreement.

4. **OTHER PAID HOLIDAYS:** Effective January 1, 2019, employees shall receive one (1) paid floating holiday in each calendar year.

5. **OTHER ITEMS:**

- County agrees to conduct a salary study of five (5) identified classifications.
- Modifies or clarifies language; eliminating reference to salary grade and referencing pay range or classification; adds clarification to merit increase and probationary period.
- Union agrees to conclude meet and confer process on identified items by November 30, 2017 or meet and confer request is considered concluded.
- As part of regular reporting of union membership, the County provides certain demographic information to SEIU.
- County to meet to discuss supervision of Nurse Practitioners/Physician Assistants.
- Continues side letter of agreement for information technology professionals to allow them to receive administrative leave.
- Continues side letters regarding Library hours.
- Identifies employees eligible for time off for required licenses or registrations.
- County to provide copies to SEIU of probationary period extensions entered into by mutual agreement between the County and the employee.

A copy of the collective bargaining agreement is attached. 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 collective bargaining agreement between the County and SEIU. However, this option is not recommended as the parties have met and conferred in good faith pursuant to the Meyers-Miliias-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, employees represented under this unit have ratified the terms for the collective bargaining agreements.

OTHER AGENCY INVOLVEMENT:

Negotiations of the collective bargaining agreement were through a collaborative effort by the County and SEIU.

CAO RECOMMENDATION:

APPROVE DEPARTMENTAL RECOMMENDATION