



Agenda Submittal

Agenda #: 16 **Status:** Approved
Type: Resolution **Department:** Human Resources
File #: 18-112 **Contact:** Marc Fox, 784-2552
Agenda date: 2/27/2018 **Final action:** 2/27/2018
Title: Adopt a resolution approving a collective bargaining agreement between Solano County In-Home Supportive Services Public Authority and SEIU, Local 2015; and Approve submission of the In-Home Supportive Services Program Public Authority Rate Request and supporting documentation to the State of California, Department of Social Services for its review and concurrence

Governing body: Board of Supervisors

District:

Attachments: 1. A - Resolution, 2. B - MOU, 3. C - SOC 449, 4. D - PA Rate Worksheet, 5. Adopted Resolution, 6. Executed MOU and Side Letter, 7. Minute Order

Date	Ver.	Action By	Action	Result
2/27/2018	1	Board of Supervisors	Adopted	

Published Notice Required? Yes ___ No ___

Public Hearing Required? Yes ___ No ___

DEPARTMENTAL RECOMMENDATION:

The Department of Human Resources recommends that the Board of Directors adopt a resolution approving a collective bargaining agreement between Solano County In-Home Supportive Services Public Authority and SEIU, Local 2015.

The Department of Health and Social Services (H&SS) recommends that the Board of Directors of the Solano County Public Authority, employer of record for all Solano County In-Home care providers, approve submission of the In-Home Supportive Services Public Authority Rate Request and supporting documentation to the State of California Department of Social Services for its review and concurrence.

SUMMARY:

The Solano County In-Home Supportive Services (IHSS) Public Authority (Public Authority) and SEIU, Local 2015 had an existing collective bargaining agreement which expired on December 31, 2015. Representatives from the Public Authority and SEIU, Local 2015 have met and conferred in good faith regarding the terms for a successor collective bargaining agreement. The Public Authority and SEIU, Local 2015 reached a total tentative agreement for a successor collective bargaining agreement for a term through June 30, 2020. Those represented by SEIU, Local 2015 have ratified the terms of the successor collective bargaining agreement. The next steps in adopting the collective bargaining agreement are the Public Authority's approval of the collective bargaining agreement and approval of submission of the IHSS Public Authority Rate Request to the State of California, Department of Social Services (CDSS), as required by Section 12306.1 of the California Welfare and Institutions Code. Assuming submission to the CDSS by February 28, 2018 and subject to final rate approval by CDSS, the agreed upon supplemental wage increase is anticipated to go into effect on May 1, 2018.

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