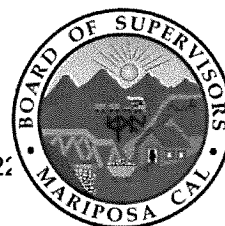




MARIPOSA COUNTY

Human Resources/Risk Management • (209) 966-3222



RESOLUTION - ACTION REQUESTED 2018-92

MEETING: March 6, 2018

TO: The Board of Supervisors

MINUTE ORDER ATTACHED

FROM: Steve Dahlem, County Counsel - Interim Human Resources Director

RE: Approve SEIU MOU Effective November 1, 2017

RECOMMENDATION AND JUSTIFICATION:

Approve a two-year Memorandum of Understanding (MOU) with the Service Employees International Union Local 521 (SEIU) effective November 1, 2017; authorize the Board of Supervisors Chair to Sign the MOU; and authorize the Auditor to increase appropriations to each affected budget unit in order to implement the provisions of the MOU. The term of the MOU is from November 1, 2017 through October 31, 2019. Pursuant to Article 20 "Duration" of the previous MOU, the parties have met and conferred and have agreed to enter into this MOU.

Recent labor negotiations resulted in a Tentative Agreement between the County and SEIU. SEIU's membership has voted and they have ratified the Tentative Agreement.

Changes to the proposed MOU, which is attached, are denoted in red. They include the following agreed-upon economic increases:

- A cost-of-living adjustment (COLA) of 6% over the two-year period, with the first COLA retroactive to November 1, 2017; the County also agreed to conduct a Compensation Study to be completed by August 31, 2019 (sections 6.1.1 and 6.1.2); and
- An increase to the Flexible Benefit Allowance which provides for a \$40 increase to the employee only category, an \$85 increase to the employee +1 category, and a \$161 increase to the family category all to be effective the first pay period following adoption of the MOU (section 6.4.1.6).

Other agreed upon issues are as follows:

- Amended the Confidential employee definition (section 2.4);
- Clarified release time language that reflects when a designated steward will be granted release time when participating in representational activities for the union (section 5.1 and Article 13);
- Clarified the work boots section to reflect how the County is actually implementing this benefit (section 6.3.9.1);
- Changed the overtime section by extending the time that employees have to take comp time off from 60 days to 6 months; added language that comp time off is not available for overtime worked in the case of a Board-declared emergency; and a new section was added to ensure compliance with the Fair Labor Standards Act

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- (section 8.1.4 and 8.1.5);
- Made changes to the provisions relative to employee schedule changes to make them less cumbersome (section 8.2);
 - The County will do a review of the various leave sections to ensure compliance with applicable State law (section 8.3);
 - Increased vacation cash out from 40 to 80 hours to eligible employees (section 8.3.2);
 - Provided employees with a greater bereavement leave benefit (section 8.3.4); and
 - Clarified out-of-County travel relative to mileage computation (section 10.2.1).

There were also clean-up items incorporated into the MOU, such as changing the title of the “Personnel Director” to “Human Resources Director and removing non-relevant dates. Additionally, two Side Letter of Agreements that were agreed upon after the last MOU was approved were incorporated into this successor MOU.

BACKGROUND AND HISTORY OF BOARD ACTIONS:

The Board of Supervisors approved a Tentative Agreement with SEIU which contains the agreed-to revisions in the MOU.

ALTERNATIVES AND CONSEQUENCES OF NEGATIVE ACTION:

If not approved, it will be necessary to reopen negotiations and this could result in a charge of unfair labor practices.

FINANCIAL IMPACT:

Funding will be appropriated into each affected budget unit.

ATTACHMENTS:

SEIU MOU 2017-2019 DRAFT (PDF)

RESULT: ADOPTED AS AMENDED [UNANIMOUS]

MOVER: Marshall Long, District III Supervisor

SECONDER: Merlin Jones, District II Supervisor

AYES: Rosemarie Smallcombe, Merlin Jones, Marshall Long, Miles Menetrey

EXCUSED: Kevin Cann



COUNTY of MARIPOSA

P.O. Box 784, Mariposa, CA 95338 (209) 966-3222




ROSEMARIE SMALLCOMBE, CHAIR
MILES MENETREY, VICE-CHAIR
MERLIN JONES
MARSHALL LONG
KEVIN CANN

DISTRICT I
DISTRICT V
DISTRICT II
DISTRICT III
DISTRICT IV

MARIPOSA COUNTY BOARD OF SUPERVISORS MINUTE ORDER

TO: STEVE DAHLEM/County Counsel – Interim Human Resources Director; and SANDRA LAIRD/Senior Administrative Analyst

FROM: RENÉ LaROCHE, Clerk of the Board 

SUBJECT: Approve a Two-Year Memorandum of Understanding (MOU) with the Service Employees International Union Local 521 Effective November 1, 2017; Authorize the Board of Supervisors Chair to Sign the MOU; and Authorize the Auditor to Increase Appropriations to Each Affected Budget Unit in Order to Implement the Provisions of the MOU

Resolution: 18-092

The following action was taken by the Mariposa County Board of Supervisors on **March 6, 2018:**

J.1.Human Resources/Risk Management RES-2018-92

Approve a Two-Year Memorandum of Understanding (MOU) with the Service Employees International Union Local 521 Effective November 1, 2017; Authorize the Board of Supervisors Chair to Sign the MOU; and Authorize the Auditor to Increase Appropriations to Each Affected Budget Unit in Order to Implement the Provisions of the MOU

Steve Dahlem/County Counsel - Interim Human Resources Director introduced Sandra Laird/Senior Administrative Analyst who gave the staff report and extended thanks to the bargaining team. Board discussion ensued and two corrections were made to the attachment. During public comment, Mike Healy/Public Works Director extended thanks to everyone who participated in the bargaining process.

CORRECTIONS:

Section 5.1.3 - Labor Negotiations: the fourth sentence should read "The provisions of the section will be subject to more specific and/or different release time provisions in the parties' agreed to written ground rules for successor contract negotiations, in which case the ground rules on release time will govern for those negotiations only."

Section 6.1.1 - Wage Increase: The second effective date should read "November 1, 2018."

RESULT: ADOPTED AS AMENDED [4-0]

MOVER: Marshall Long, District III Supervisor

SECONDER: Merlin Jones, District II Supervisor

AYES: Rosemarie Smallcombe, Merlin Jones, Marshall Long, Miles
Menetrey

EXCUSED: Kevin Cann