TO: RICH INMAN, County Administrative Officer

FROM: MARGIE WILLIAMS, Clerk of the Board

SUBJECT: AUTHORIZE THE IMPLEMENTATION OF LAST, BEST AND FINAL OFFER WITH SEIU AND THE IN-HOME-SUPPORTIVE SERVICES PUBLIC AUTHORITY
RESOLUTION 05-594
IHSS RESOLUTION 05-2

THE BOARD OF SUPERVISORS OF MARIPosa COUNTY, CALIFORNIA

ADOPTED THIS Order on December 13, 2005

ACTION AND VOTE:

Authorize the Implementation of Last, Best, and Final Offer with Service Employees International Union (SEIU) and the In-Home Supportive Services Public Authority

BOARD ACTION: Rich Inman advised of the recommended action.

Input from the public was provided by the following:

Annie Durazo, Service Employees International Union (SEIU) United Healthcare Workers West, representing the in-home health care workers in the County, advised that they are not happy with the County implementing the last, best and final offer. She does not feel that the Board is taking full advantage of the health benefits that are available for the workers. They had proposed that a State mediator be used in trying to reach what they feel would be a fair settlement; and she does not feel that this is a fair settlement. She noted that “Mr. Grinch” was present because the Board has taken Christmas away from the workers.

Ester Holme, health care worker, advised that her private care service pays between $10 and $12 an hour. The wages received as an in-home care worker do not cover their expenses and allow them to make a living wage.

Annie Durazo further commented on the contract and what Sutter County is providing its workers.

Lisa Brown, home care provider in Fresno, shared her experiences as a home-health care worker, including being uninsured and needing medical care. She urged the Board to reconsider the health and welfare of the providers to meet their basic health needs. Chairman Pickard advised that the Board has provided for that coverage with the implementation of the recommended action.

(M)Fritz, (S)Stetson, Res. 05-594 and IHSS Res. 05-2 were adopted implementing the last, best and final offer as recommended. Supervisor Bibby clarified that the State will not allow retroactive pay; and that action is necessary to get the process started. Supervisor Turpin clarified the health coverage option.

A lady from audience commented on the proposed increase and health care coverage. Chairman Pickard noted that the County moved in the bargaining negotiations and the Union did not.

Ayes: Unanimous.
A lady from the audience commented on the Board’s previous action to retain a lobbyist, and stated she does not feel that the health care workers have been taken care of.

Cc: Nancy Bell, Deputy Director Social Services
    Debbie Isaacs, Assistant Auditor
    Sandra Laird, Personnel
    File
DEPARTMENT: Administration

BY: Rich Inman, CAO
PHONE: 966-3222

RECOMMENDED ACTION AND JUSTIFICATION:

Authorize implementation of last, best and final offer to SEIU by the In-Home Supportive Services Public Authority

BACKGROUND AND HISTORY OF BOARD ACTIONS:

Negotiations between the County on behalf of the In-Home Supportive Services Public Authority and SEIU have reached an impasse. The Public Authority can unilaterally implement its last, best and final offer. That offer was:

1.) Increase hourly wage from $6.75 per hour to $7.11 per hour effective the 1st day of the month following the process that allows increase to occur; and
2.) Increase hourly wage from $7.11 per hour to $7.75 per hour effective 1st day of the month following approval by the State of the increase over $7.11 per hour.

ALTERNATIVES AND CONSEQUENCES OF NEGATIVE ACTION:

Don’t implement the last, best and final offer and keep wages at $6.75 per hour.

Financial Impact? (X) Yes ( ) No  Current FY Cost  Annual Recurring Cost: $
Budgeted In Current FY? (X) Yes ( ) No  Partially Funded
Amount in Budget:
Additional Funding Needed: $
Source:
Internal Transfer
Unanticipated Revenue  4/5’s vote
Transfer Between Funds  4/5’s vote
Contingency  4/5’s vote
( ) General ( ) Other

CLERK’S USE ONLY:
Res. No: 05-594  Ord. No: ______  Vote – Ayes: ______  Noes: ______
Absent: ______  Approved
Minute Order Attached  ( ) No Action Necessary

The foregoing instrument is a correct copy of the original on file in this office.
Date: __________
Attest: MARGIE WILLIAMS, Clerk of the Board
County of Mariposa, State of California
By: ____________________________________
Deputy

COUNTY ADMINISTRATIVE OFFICER:
( ) Requested Action Recommended
___ No Opinion
Comments: ____________________________________________
_____________________________________________________
_____________________________________________________
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CAO: ______________

Revised Dec. 2002