



MARIPOSA COUNTY

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



RESOLUTION - ACTION REQUESTED 2015-110

MEETING: March 10, 2015

TO: The Board of Supervisors

FROM: Steve Dahlem, County Counsel/Interim HR Director-Risk Manager

RE: Approve SEIU MOU Effective November 1, 2014

RECOMMENDATION AND JUSTIFICATION:

Approve a three-year Memorandum of Understanding (MOU) with the Service Employees International Union Local 521 (SEIU) effective November 1, 2014; 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, 2014 through October 31, 2017. Pursuant to Article 20 "Duration" of the previous MOU, the parties have met and conferred and have agreed to enter into this MOU. Revisions to the attached MOU are in red.

Recent labor negotiations resulted in a Tentative Agreement between the County and SEIU which include:

- A cost-of-living adjustment of 19% over the three-year period with an agreement that employees will pay their entire retirement contribution of 8% at the end of the three-year period (excludes employees subject to the Public Employees' Pension Reform Act as they presently pay for their retirement contribution) (sections 6.1.1 and 6.4.4);
- An agreement that the County will meet and confer with SEIU concerning the recommendations contained in the Compensation Study (section 6.1.2);
- An increase in the work boot reimbursement from \$150 every three to four years to \$75 once each year for certain employees (section 6.3.9.1);
- Extending the probationary period for employees who are out on an extended illness or injury leave (section 7.4);
- Allowing employees to float their additional holiday before or after any County legal holiday (section 9.2.2);
- A 60-day time limit for an arbitrator to be selected relative to disciplinary appeals.

There were also clean-up items incorporated into the MOU, such as Agency Shop language which was originally agreed to by a Side Letter of Agreement a few years ago (section 5.3); clarification of the stipend language (section 6.3.7.3); additional language that Solid Waste employees who are not able to use the work boot voucher can instead be reimbursed (section 6.3.10), and other areas that are minor in nature.

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 2014-2017 draft (PDF)

CAO RECOMMENDATION

Requested Action Recommended

Mary Hodson

Mary Hodson, County Administrator

RESULT: ADOPTED [4 TO 1]

MOVER: Marshall Long, District III Supervisor

SECONDER: Rosemarie Smallcombe, District I Supervisor

AYES: Rosemarie Smallcombe, Merlin Jones, Marshall Long, Kevin Cann

NAYS: John Carrier