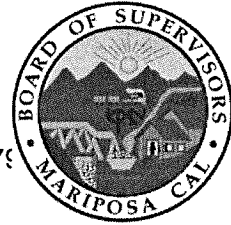




MARIPOSA COUNTY

Human Resources/Risk Management • (209) 742-1379



RESOLUTION - ACTION REQUESTED 2015-312

MEETING: June 23, 2015

TO: The Board of Supervisors

FROM: Steve Johnson, Human Resources Director - Risk Manager

RE: In-Home Supportive Services Memorandum of Understanding

RECOMMENDATION

AND

JUSTIFICATION:

Approve a 24 month Memorandum of Understanding (“MOU”) with the California United Homecare Workers (“CUHW”) Union and the Mariposa County In-Home Supportive Services (“IHSS”) Public Authority (“PA”), and Authorize the Board of Supervisors Chairperson to sign the MOU. The parties have met and conferred, and have agreed to enter into this MOU.

County designated bargaining representatives met with CUHW representatives to meet and confer over the existing MOU between the PA and CUHW for the represented IHSS providers in Mariposa County which is expiring on June 30, 2015.

Based on the results of these meetings, and a discussion in Closed Session with the Board of Supervisors, the proposed MOU includes the following significant provisions:

- A wage increase from \$10.10 per hour to \$10.61 per hour in year one, and from \$10.61 per hour to \$11.14 per hour in year two, effective in both years with the first full pay period after July 1st.
- A continuing safeguard that ensures that, if State/Federal participation/allocation levels are reduced in the second year of the MOU, the hourly wage can be adjusted back to the first year level, which is \$10.61 per hour.
- A two year term, that expires on June 30, 2017.
- An increased Orientation time period from 15 to 30 minutes, as required by the State of California.

CUHW requested that the PA, through administrative fiat, adopt a bargaining unit change that would result in AFSCME/UDW serving as the exclusive bargaining unit representative of the IHSS providers in Mariposa County. Based on advice from the County’s labor law Legal Counsel, Liebert, Cassidy & Whitmore, the County declined this request and instead recommended that CUHW pursue a change in representation through the California Public Employment Relations Board (“PERB”), which is a quasi-

Resolution - Action Requested 2015-312

judicial administrative agency charged with administering the collective bargaining statutes covering counties and employees covered by the In-Home Supportive Services Employer-Employee Relations Act, among others. As the desire by CUHW to change representation to AFSCME/UDW is a statewide effort, staff believes that PERB would be the prudent venue for this decision.

Human Resources/Risk Management staff worked in conjunction with the Director of the County's Human Services Director Chevon Kothari and her staff on the draft MOU language and financial impacts.

IHSS providers in Mariposa County have now ratified this proposed MOU. Human Resources/Risk Management staff are requesting authority from the PA to finalize and adopt this proposed MOU.

BACKGROUND AND HISTORY OF BOARD ACTIONS:

The Mariposa County Board of Supervisors adopted Resolution 2014-139 on April 1, 2014, approving a 24-month MOU with the CUHW, which in turn expires on June 30, 2015.

ALTERNATIVES AND CONSEQUENCES OF NEGATIVE ACTION:

Do not approve the MOU as presented, with suggested alternatives-however, such action would require additional meet and confer between both parties.

FINANCIAL IMPACT:

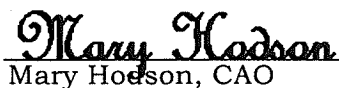
An increase over two years of \$33,450 to the IHSS Maintenance of Effort ("MOE") as follows-year one: \$16,317; year two: \$17,133. Sufficient funding is available for this increase with the use of Social Services Realignment Funds. The increase to the MOE will be calculated by the State Department of Social Services and will be charged to the County Social Services division, as is currently being done

ATTACHMENTS:

#IHSS MOU July 2015 - June 2017 (DOC)

CAO RECOMMENDATION

Requested Action Recommended


Mary Hoatson, CAO

6/17/2015



MARIPOSA COUNTY

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RESULT: ADOPTED [UNANIMOUS]
MOVER: Kevin Cann, District IV Supervisor
SECONDER: John Carrier, District V Supervisor
AYES: Smallcombe, Jones, Long, Cann, Carrier