

**SUBMITTAL TO THE BOARD OF SUPERVISORS
COUNTY OF RIVERSIDE, STATE OF CALIFORNIA**

212



FROM: Human Resources Department

SUBMITTAL DATE:
December 21, 2005

SUBJECT: Approval of agreement with the Laborers' International Union of North America (LIUNA) to charge certain costs to successor collective bargaining agreements.

RECOMMENDED MOTION: That the Board of Supervisors approve an agreement between the County of Riverside and the Laborers' International Union of North America (LIUNA) that certain medical premium subsidies be implemented for LIUNA members on December 22, 2005, and costs thereof charged to the successor Memorandum of Understanding (MOU).

BACKGROUND: The collective bargaining tentative agreement between the County of Riverside and Service Employees International Union (SEIU) provides for subsidization, by the County, of the family and two-party medical premiums of \$100 and \$25 respectively to assist employees with families to pay for the increased costs of medical insurance.

Departmental Concurrence

Ronald W. Komers
Asst. County Executive Officer/Human Resources Dir.

FINANCIAL DATA	Current F.Y. Total Cost:	\$ 675,900	In Current Year Budget:	NO
	Current F.Y. Net County Cost:	\$ 148,698	Budget Adjustment:	YES
	Annual Net County Cost:	\$ 297,396	For Fiscal Year:	2005/06

SOURCE OF FUNDS: Department Budgets	Positions To Be Deleted Per A-30	<input type="checkbox"/>
	Requires 4/5 Vote	<input type="checkbox"/>

C.E.O. RECOMMENDATION: **APPROVE**

County Executive Office Signature

- Policy
- Consent
- Policy
- Consent

Dep't Recomm.:
Per Exec. Ofc.:

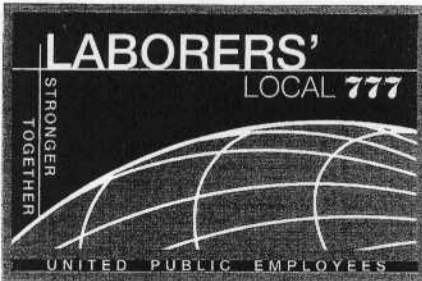
Prev. Agn. Ref.: | **District:** | **Agenda Number:** **3.26**

BACKGROUND (continued)

LIUNA has agreed that if the County implements the medical premium subsidies for LIUNA members, that any increased costs associated with the subsidies will be charged to the successor MOU. Attachment A is a copy of the agreement with LIUNA. There are approximately 900 employees in each of the two-party and family categories.

The current MOU with LIUNA expires on June 30, 2006, and LIUNA has also requested to negotiate the successor MOU early. The County will schedule negotiations early in 2006.

The cost of implementing the recommended motion will be borne by operating departments.



VISIT US ON THE WEB: www.liuna777.org

LOS ANGELES OFFICE

3440 WILSHIRE BLVD., SUITE 835
LOS ANGELES, CA 90010
PHONE: (213) 380-6678
FAX: (213) 380-6685

MAX WARREN CENTER

4000 TENTH STREET
RIVERSIDE, CA 92501
PHONE: (909) 682-4590
FAX: (909) 682-4592

PALM DESERT OFFICE

74-040 HIGHWAY 111, SUITE L #203
PALM DESERT, CA 92260
PHONE: (760) 836-0073
FAX: (760) 836-9287

December 20, 2005

Ron Komers, Asst. CEO and HR Director
County of Riverside
P. O. Box 1569
Riverside, CA 92501-1569

Dear Mr. Komers:

It has come to my attention that the County and SEIU are close to a settlement of their MOU, and that the settlement may include additional money for health care costs that exceed the County's current contribution to the employees that we represent. We are therefore requesting that the County reopen negotiations as soon as possible with our Union, as it has been the practice in the past that all employees have been treated equally by the County when it comes to health care contributions.

We understand that if negotiations are reopened and an agreement is reached, that the costs associated with this would be charged to our next MOU when the current MOU expires on June 30, 2006.

We are also requesting that the County consider beginning negotiations early for our new MOU to take effect on July 1, 2006, as we have many issues that need addressing.

I look forward to hearing from you on this at your earliest convenience.

Cordially,

Fred W. Lowe
Business Manager