

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

922



FROM: Human Resources Department

SUBMITTAL DATE:
August 24, 2009

SUBJECT: Approval of the 2009 - 2010 Memorandum of Understanding with Service Employees International Union, Local 721 (SEIU).

RECOMMENDED MOTION: That the Board of Supervisors approve the 2009 - 2010 Memorandum of Understanding between the Service Employees International Union and the County of Riverside (Attachment B).

BACKGROUND: SEIU, which represents approximately 5,900 employees, asked to open negotiations for a new Memorandum of Understanding. Discussions started on March 26, 2009, and twenty three (23) bargaining sessions were held. A tentative agreement for a new eleven (11) month Memorandum of Understanding, covering August 1, 2009, through June 30, 2010, was reached on August 19, 2009. The cost of the contract does not exceed the parameter given by the Board of Supervisors and it achieves the goal of a 10% reduction in salary costs for fiscal year 2009 - 2010, a cost savings of approximately \$48.4 million. Most terms also apply to the Regional Parks and Open Space District and the Waste Resources Management Districts. SEIU has advised that they plan to have this agreement ratified by ballot of the represented members and will notify us on or about September 1, 2009, of its ratification.

(Continued)



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


FINANCIAL DATA

| | | | |
|--------------------------------------|-----------------|--------------------------------|---------|
| Current F.Y. Total Cost: | \$ (48,460,666) | In Current Year Budget: | NO |
| Current F.Y. Net County Cost: | \$ (24,230,333) | Budget Adjustment: | NO |
| Annual Net County Cost: | \$ (26,433,091) | For Fiscal Year: | 2009/10 |

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

C.E.O. RECOMMENDATION:

APPROVE

BY: 
Karen L. Johnson

County Executive Office Signature

- Policy
- Policy
- Consent
- Consent

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

Prev. Agn. Ref.:

District:

Agenda Number:

3.62

BACKGROUND (continued):

Attachment A contains a summary of the key elements of the tentative agreement which have been included in the Memorandum of Understanding.

Most articles in the Memorandum of Understanding will continue with the same standards including no reductions in medical, sick leave, vacation and other benefits. In this time of financial challenges the negotiated Memorandum of Understanding is good for both the County and SEIU.

Special recognition should be given to the members of the County bargaining team which included: Kim Baumgarten (Assistant Director of Nursing Services, RCRMC), Mike McConnell (Administrative Services Manager II, DPSS), Lisa Shiner (Deputy Director of Public Social Services, DPSS), Teresa Summers (Deputy Director of Administration, RCIT), Pam Sambrano (Administrative Services Officer, RCIT), Roger Uminski (Administrative Director, CHA), Leslie Bulteman (Principal Deputy, ACR), and HR staff members, Shawn Atin (Deputy HR Director), Robert Fickel (HR Analyst II), Brande Schaefer (HR Services Manager), Linda Scheschy (Principal HR Analyst), William Berkley (Senior HR Analyst), and Berninia Bradley (HR Services Manager). This team represented a variety of County departments and was instrumental in helping reach agreement.

We recommend the Board approve the attached Memorandum of Understanding.

Summary of Tentative Agreement with SEIU

- **Term**
 - August 1, 2009 to June 30, 2010 (11 months). Most terms also apply to the County Regional Parks and Open Space District and the Waste Resources Management District

- **Wages**
 - Step increases have been suspended for the duration of the MOU
 - No general wage increases for the duration of the MOU
 - 208 hours of furloughs for all SEIU employees
 - All SEIU Employees will be paid 1.5x FLSA regular rate for actual hours worked (using the FLSA definition) over 40 in an FLSA work week

- **Other**
 - Clarification of call-back time
 - RN's and LVN's working a twelve (12) hour shift pattern and average seventy-two (72) regular hours in a pay period will receive full time flex benefits
 - Steward release time of 1 day per month for 8 employees to attend union meetings
 - Expanded list of departments for monthly joint labor management meetings
 - SEIU and the County will meet bi-monthly to monitor overtime usage
 - Clarification to dress codes and uniform allowances
 - Changes to Special Provisions on RN licensure renewal requirements
 - Parity studies suspended for the duration of MOU
 - Clarification of flex schedules
 - Changes to classifications eligible for the Forensic Mental Health differential
 - Added Senior Sheriff 911 Communications Officers and Sheriff Communications Supervisors to Hiring and Retention Bonus program
 - P.O.S.T. Certification pay for Senior Sheriff's 911 Communications Officers, Sheriff's Communications Supervisors and Sheriff's Records Supervisors
 - County and SEIU will meet and consult on recruiting/retention issues
 - County and SEIU will meet on compactions issues by 1/1/10
 - Fairness Agreement provides for a proportional decrease to negotiated reductions if other represented, non-represented or management employees are given back any portion of their mandated, negotiated, or implemented reductions
 - In consideration of our agreement SEIU will withdraw all pending Unfair labor Practices related to negotiating this new MOU as well as all pending requests for e-mails under the Public Records Act