

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



ITEM: 3.34
(ID # 21205)

MEETING DATE:
Tuesday, February 07, 2023

FROM : HUMAN RESOURCES:

SUBJECT: HUMAN RESOURCES: Approval of the Tentative Agreement between the Riverside County In-Home Supportive Services (IHSS) Public Authority and United Domestic Workers, AFSCME Local 3930 (UDW). All Districts. [\$55,674,000 - NCC (100%)]

RECOMMENDED MOTION: That the Board of Supervisors:

1. Approve the 2023 – 2025 Tentative Agreement between United Domestic Workers Union, AFSCME Local 3930 (UDW) and the Riverside County In-Home Supportive Services (IHSS) Public Authority (Attachment "A").

ACTION:Policy

Michael Bowers

Michael Bowers, Assistant HR Director 2/2/2023

MINUTES OF THE BOARD OF SUPERVISORS

On motion of Supervisor Washington, seconded by Supervisor Gutierrez and duly carried by unanimous vote, IT WAS ORDERED that the above matter is approved as recommended.

Ayes: Jeffries, Spiegel, Washington, Perez and Gutierrez
Nays: None
Absent: None
Date: February 7, 2023
xc: HR

Kimberly Rector
Clerk of the Board

By: 
Deputy

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FINANCIAL DATA	Current Fiscal Year:	Next Fiscal Year:	Total Cost:	Ongoing Cost
COST	\$ 9,088,000	\$ 17,448,000	\$ 55,674,000	\$ 29,138,000
NET COUNTY COST	\$ 9,088,000	\$ 17,448,000	\$ 55,674,000	\$ 29,138,000
SOURCE OF FUNDS: 100% NCC.			Budget Adjustment: No	
			For Fiscal Year: n/a	

C.E.O. RECOMMENDATION: [CEO use]

BACKGROUND:

Summary

United Domestic Workers, AFSCME Local 3930 is a union made up of over 140,000 home care and child care providers throughout California. UDW home caregivers provide critical services through the state’s In-Home Supportive Services program (IHSS), which allows over half a million California seniors and people with disabilities to remain in their homes with dignity and independence.

On February 2, 2023, a Tentative Agreement has been entered upon by both parties on a successor MOU from the date approved by the State through December 2025. The terms of the Tentative Agreement are subject to Board Approval, ratification by UDW membership, and State approval, and contains the following key economic points:

Wage Supplement:

- a. \$0.75/hour Wage Supplement effective following State approval.
- b. \$0.75/hour Wage Supplement effective January 1, 2024.
- c. \$1.00/hour Wage Supplement effective January 1, 2025, contingent upon the State increasing its maximum participation levels for wages and benefits.

Health Benefit:

- a. Additional \$0.14 per paid hour towards provider healthcare.

Life Insurance:

- a. \$0.03 per paid hour towards provider life insurance.

Personal Protective Equipment:

- a. \$50,000 per fiscal year for the sole purpose of purchasing PPE for providers.

Union Stewards:

- a. A stipend up to a maximum of six (6) union stewards. Total paid time shall not exceed sixteen (16) hours in any month for each steward.

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Upon Board approval and ratification by UDW, the terms of the Tentative Agreement will be provided to the State for approval. The full MOU between UDW and the County will be brought forth to the Board of Supervisors for approval at a later date.

The cost of the Tentative Agreement do not exceed the parameters given by the Board of Supervisors.

Additional Fiscal Information:

The total cost of the Tentative Agreement reflects a full 3-year term. Current Fiscal Year cost will decrease depending on when the State approves the agreement.

ATTACHMENT A. TA between UDW and County of Riverside 2.2.23

TENTATIVE AGREEMENT
BETWEEN
RIVERSIDE COUNTY IN-HOME SUPPORTIVE SERVICES PUBLIC AUTHORITY
AND
UNITED DOMESTIC WORKERS UNION, AFSCME LOCAL 3930

The Riverside County Public Authority and the United Domestic Workers Union, having met and conferred in good faith on a successor memorandum of understanding, reached a tentative agreement, a summary of which is set forth below. It is understood by the parties that not every agreement is listed herein, but this summary represents the major and primary provisions of the tentative agreement. The parties will finalize a full comprehensive successor MOU which shall control regarding wages, benefits and other agreements pertaining to the IHSS Providers represented by the UDW.

Summary of Agreement:

Wages 2023 Wage Supplement
\$0.75 following State approval
Base wage would be the minimum wage.
Wage supplement – Each year the State minimum wage increases, providers wages will be maintained above the State minimum wage.

- Base Wage Effective 1/1/2023: \$15.50
- Wage with Supplement: \$16.00
- Additional Wage Supplement: +\$0.75
- Provider Wages =\$16.75

Wages 2024 Wage Supplement
\$0.75 – Additional wage supplement effective 1/1/2024:

- Provider Wages \$17.50

Wages 2025 Wage Supplement
\$1.00* – Additional wage supplement effective 1/1/2025:

- Provider Wages \$18.50

*the 2025 wage supplement is contingent upon the state increasing its maximum participation level for wages and benefits.

Health Benefit Healthcare is currently funded at \$0.57 per paid hour
\$0.14 additional funding following State approval.
Total health benefit funding will be \$0.71.

Other Benefit

Life Insurance

\$0.03 per paid hour for all IHSS Providers and their household family members who qualify for a life insurance policy.

PPE

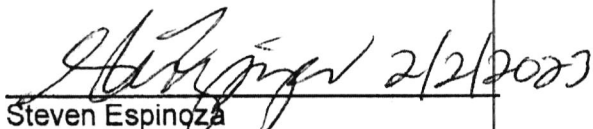
Personal Protective Equipment

\$50,000 each fiscal year to the union for the sole purpose of purchasing protective supplies for IHSS Providers.

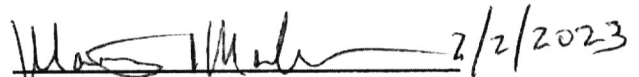
Shop Stewards

Paid Time for Union Stewards

A stipend up to a maximum of six (6) union stewards. The total paid time for union stewards shall not exceed sixteen (16) hours in any month for each union steward.



Steven Espinoza
Chief Negotiator
Riverside County



Matthew Maldonado
Chief Negotiator
UDW, AFSCME Local 3930

1455, Labor Union, Steedon



Riverside County Board of Supervisors Request to Speak

Submit request to Clerk of Board (right of podium), Speakers are entitled to three (3) minutes, subject to Board Rules listed on the reverse side of this form.

SPEAKER'S NAME: Roy Bueker

Address: _____

City: _____ Zip: _____

Phone #: _____

Date: _____ Agenda # 3:34

PLEASE STATE YOUR POSITION BELOW:

Position on "Regular" (non-appealed) Agenda Item:

 Support Oppose Neutral

Note: If you are here for an agenda item that is filed for "Appeal", please state separately your position on the appeal below:

 Support Oppose Neutral

I give my 3 minutes to: _____

BOARD RULES

Requests to Address Board on "Agenda" Items:

You may request to be heard on a published agenda item. Requests to be heard must be submitted to the Clerk of the Board before the scheduled meeting time.

Requests to Address Board on items that are "NOT" on the Agenda/Public Comment:

Notwithstanding any other provisions of these rules, a member of the public shall have the right to address the Board during the mid-morning "Oral Communications" segment of the published agenda. Said purpose for address must pertain to issues which are under the direct jurisdiction of the Board of Supervisors. YOUR TIME WILL BE LIMITED TO THREE (3) MINUTES. Donated time is not permitted during Public Comment.

Power Point Presentations/Printed Material:

Speakers who intend to conduct a formalized Power Point presentation or provide printed material must notify the Clerk of the Board's Office by 12 noon on the Monday preceding the Tuesday Board meeting, insuring that the Clerk's Office has sufficient copies of all printed materials and at least one (1) copy of the Power Point CD. Copies of printed material given to the Clerk (by Monday noon deadline) will be provided to each Supervisor. If you have the need to use the overhead "Elmo" projector at the Board meeting, please ensure your material is clear and with proper contrast, notifying the Clerk well ahead of the meeting, of your intent to use the Elmo.

Individual Speaker Limits:

Individual speakers are limited to a maximum of three (3) minutes. Please step up to the podium when the Chairman calls your name and begin speaking immediately. Pull the microphone to your mouth so that the Board, audience, and audio recording system hear you clearly. Once you start speaking, the "green" podium light will light. The "yellow" light will come on when you have one (1) minute remaining. When you have 30 seconds remaining, the "yellow" light will begin to flash, indicating you must quickly wrap up your comments. Your time is up when the "red" light flashes. The Chairman adheres to a strict three (3) minutes per speaker. ***Note: If you intend to give your time to a "Group/Organized Presentation", please state so clearly at the very bottom of the reverse side of this form.***

Group/Organized Presentations:

Group/organized presentations with more than one (1) speaker will be limited to nine (9) minutes at the Chairman's discretion. The organizer of the presentation will automatically receive the first three (3) minutes, with the remaining six (6) minutes relinquished by other speakers, as requested by them on a completed "Request to Speak" form, and clearly indicated at the bottom of the form.

Addressing the Board & Acknowledgement by Chairman:

The Chairman will determine what order the speakers will address the Board, and will call on all speakers in pairs. The first speaker should immediately step to the podium and begin addressing the Board. The second speaker should take up a position in one of the chamber aisles in order to quickly step up to the podium after the preceding speaker. This is to afford an efficient and timely Board meeting, giving all attendees the opportunity to make their case. Speakers are prohibited from making personal attacks, and/or using coarse, crude, profane or vulgar language while speaking to the Board members, staff, the general public and/or meeting participants. Such behavior, at the discretion of the Board Chairman, may result in removal from the Board Chambers by Sheriff Deputies.