

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



ITEM: 3.21
(ID # 24460)

MEETING DATE:
Tuesday, April 02, 2024

FROM : HUMAN RESOURCES:

SUBJECT: HUMAN RESOURCES: Approval of the Provisions to be Applied to Laborers' International Union of North America, Local 777 (LIUNA) as a result of the Fairness Clause in the 2020-2024 LIUNA Memorandum of Understanding (MOU) including a COLA and adding Juneteenth (June 19th) as a County holiday for LIUNA represented employees, All Districts. [Total Cost \$38,505,972, with an Ongoing Cost of \$30,113,625, 80% Departmental Budgets, 20% NCC]

RECOMMENDED MOTION: That the Board of Supervisors:

1. Approve the provisions that are prompted by the Fairness Agreement with Service Employee's International Union, Local 721 (SEIU) contained in the 2020-2024 LIUNA Memorandum of Understanding (MOU) between the County of Riverside and Laborers' International Union of North America, Local 777 (LIUNA) regarding a COLA and adding Juneteenth (June 19th) as a County holiday for LIUNA represented employees.

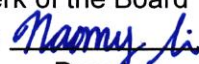
ACTION:


Sarah Franco, Assistant County Executive Officer 3/14/2024

MINUTES OF THE BOARD OF SUPERVISORS

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

Ayes: Spiegel, Washington, Perez and Gutierrez
Nays: Jeffries
Absent: None
Date: April 2, 2024
xc: H.R.

Kimberly A. Rector
Clerk of the Board
By: 
Deputy

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FINANCIAL DATA	Current Fiscal Year:	Next Fiscal Year:	Total Cost:	Ongoing Cost
COST	\$8,392,347	\$30,113,625	\$38,505,972	\$30,113,625
NET COUNTY COST	\$1,678,469	\$6,022,725	\$7,701,194	\$6,022,725
SOURCE OF FUNDS: Departmental Budgets (80%), Net County Cost (20%)			Budget Adjustment:	No
			For Fiscal Year:	FY 23/24

C.E.O. RECOMMENDATION: Approve

BACKGROUND:

Summary

Laborers' International Union of North America, Local 777 (LIUNA) represents approximately 7,900 County employees in various departments. The Board previously agreed to a 4-year Memorandum of Understanding (MOU) with LIUNA spanning from October 2020 to October 2024. As part of this agreement, the County and LIUNA agreed to a Fairness Clause with the Service Employees International Union, Local 721 (SEIU) for wages and benefits, which grants LIUNA an equivalent benefit as received by the SEIU through the term of the LIUNA MOU. Below is the language for reference:

If, during the term of this MOU, SEIU (Regular Unit - not Per Diem) is given a higher valued merit increase, a COLA, flex benefit contribution, or additional payments by the County on behalf of employees for benefits that are not already granted in this MOU, LIUNA shall be granted the identical increases, in the same fashion as afforded to SEIU. LIUNA agrees that this provision shall not apply to any classification and compensation changes made to SEIU classifications as a result of the normal classification and compensation study processes conducted by the County.

This provision shall expire on a date that coincides with the expiration of this MOU.

On April 2nd, 2024, the Board is scheduled to vote on a separate Agenda Item which would approve a Tentative Agreement with the Service Employees International Union, Local 721 (SEIU). If the Tentative Agreement is approved, it is recommended to approve an equivalent 5% General Salary Increase for LIUNA per the Fairness Agreement to be effective retroactively to March 21, 2024. The financial information presented within reflects this recommendation. Below is the language for reference:

Effective the first full pay period following Board approval of this MOU, all classifications in the bargaining unit shall receive a five percent (5.0%) increase to their base salary. Employees will receive a five percent (5.0%) increase except those employees who are above the maximum of the salary range for their classification. Employees who are above the maximum of the salary range shall receive an increase in base salary up to the maximum of the new salary range not to exceed five percent (5%).

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For cohesion in services, it is further recommended to also approve Juneteenth (June 19th) as a County observed holiday for LIUNA represented employees.

No other terms of the SEIU Tentative Agreement are being recommended for LIUNA represented staff at this time. Full details of the Fairness Clause can be found in the Side Letter Agreement attached below.

Impact on Residents and Businesses

No impact to residents or businesses.

Lopez, Daniel


From: Roy Bleckert <sprintcar166@gmail.com>
Sent: Monday, April 1, 2024 9:39 PM
To: District3; Clerk of the Board
Cc: Supervisor Jeffries - 1st District; Office of 2nd District Supervisor; District 4 Supervisor V. Manuel Perez; District 5; Benoit, Ben J; Van Wagenen, Jeffrey; Bianco, Chad; michaelhestrin@rivcoda.org; mtran@rivco.org
Subject: Agenda Items 3.20 & 3.21 BOS MTG 4-2-24
Attachments: MOVAL COACH 24v.mp4


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Clerk Please make this Email & Videos part of the public record Agenda Items 3,20 & 3.21 !!! Thx

BOARD & EX STAFF The two Budget videos were before the COVID CON COINS started flowing , now that we are off that fiscal suicide mery go round the Looming 60 plus Billion short fall the the State Budget & CalPers sub standard return rate , appears to have not registared in your play book! Financial storm clouds are swirling yet...

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 BUDGET 1 14 20.mp4

 BUDGET 1 28 20.mp4

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Roy Bleckert..... 1 Rad Bad Dude !!!!! 951 208 9967

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