

# County of Sonoma

## Agenda Item Summary Report

Clerk of the Board Use Only

Meeting Date

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Agenda Item No:

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**Department:** Human Services Department/IHSS Public  
**Authority**

**4/5 Vote Required**

<b>Contact:</b> Diane Kaljian	<b>Phone:</b> (707) 565-5950	<b>Board Date:</b> 9/29/09	<b>Deadline for Board Action:</b> 9/29/09
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### AGENDA SHORT TITLE:

Memorandum of Understanding with SEIU, UHW West

### REQUESTED BOARD ACTION:

Resolution of the IHSS Public Authority Board of Directors approving the Memorandum of Understanding with SEIU, UHW West from October 1, 2009 through September 30, 2011.

## CURRENT FISCAL YEAR FINANCIAL IMPACT

### EXPENDITURES

### ADDITIONAL FUNDS REQUIRING BOARD APPROVAL

Estimated Cost	\$	0	Contingencies	\$	0
			(Fund Name: General Fund )		
Amount Budgeted	\$	0	Unanticipated Revenue	\$	0
			(Source: Fed/State Reimb		
			Co-Pays, Realignment )		
Other Avail. Approp.	\$	0	Other Transfer(s)	\$	
(Explain Below)	_____		(Source )	_____	
<b>Additional Requested:</b>	<b>\$</b>	<b>0</b>	<b>Total Source of Funds:</b>	<b>\$</b>	<b>0</b>

Explanation (if required): Funding is contained in the FY 09-10 budget. There are no additional costs contained in the MOU.

### Prior Board Action(s):

06/02/09 Approved CDSS Rate Request to reduce IHSS provider wages  
03/18/08 Approved MOU with SEIU, UHW West and CDSS Rate Request  
02/06/07 Approved MOU with SEIU, UHW West  
01/10/06 Approved MOU amendment with SEIU UHW  
01/15/02 Approved new MOU with SEIU, Local 250  
06/02/01 Approved Ordinance to establish the Sonoma County IHSS Public Authority

### Alternatives – Results of Non-Approval:

MOU expires 9/30/09. Sonoma County will not have a current MOU with SEIU UHW.

**Background:**

The Human Service Services Department and the IHSS Public Authority (PA) are requesting that the IHSS Public Authority Board of Directors approve a renewal Memorandum of Understanding between the PA and SEIU, United Healthcare Workers West (UHW).

The PA was established in June 2001, and the first PA-SEIU MOU was finalized by the Board of Supervisors in January 2002. The current MOU expires on September 30, 2009, and this MOU reflects an extension effective from October 1, 2009 through September 30, 2011.

**Current MOU Status:**

Following a series of three (3) negotiating sessions, which began on August 21, 2009, the parties involved reached a Tentative Agreement (TA) on September 8, 2009. The Board reviewed the Tentative Agreement in closed session on September 22, 2009.

The Tentative Agreement contain the following:

1. Term – Effective October 1, 2009 through September 30, 2011. The current MOU also has a 2 year term.
2. Wages – No change; current wage of \$11.50 per hour which was effective October 1, 2008.
3. Benefits – No change; the Public Authority shall pay no more than 60¢ per paid hour for benefits.
4. Health Insurance – The parties will meet and confer if either party proposes a change in the current Kaiser plan.
5. Health Premiums – The Public Authority will transfer premium processing and benefits administration to the plan provider (Healthcare Employer-Employee Trust).
6. On-call Relief, Registry Services and Providing Protective Equipment – The Public Authority will no longer guarantee set-aside funding but will provide contingent upon available funding.
7. National Healthcare Reform – The parties will meet and confer if a plan becomes available.
8. State mandates – The parties will meet and confer prior to the Public Authority implementing any new State mandates that govern employment of Providers.

**Fiscal Impact:**

There are no additional costs in the MOU.

**Recommendation:**

Staff recommends that the Board of Directors of the IHSS Public Authority approve the attached concurrent resolution to adopt the Memorandum of Understanding as proposed by the parties.

**Attachments:**

Resolution approving MOU between IHSS Public Authority with SEIU UHW West

**On File With Clerk:**

Memorandum of Understanding between IHSS Public Authority and SEIU UHW West (available 9/25/2009)

**CLERK OF THE BOARD USE ONLY**

**Board Action** (If other than "Requested")

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**Vote:**