



COUNTY OF SAN MATEO
Inter-Departmental Correspondence
Human Resources



Date: February 26, 2015

Board Meeting Date: March 17, 2015

Special Notice / Hearing: None

Vote Required: Majority

To: Honorable Board of Supervisors

From: Donna Vaillancourt, Human Resources Director
Nicole McKay, Employee Relations Manager

Subject: Successor agreement to the Memorandum of Understanding with the California Nurses Association

RECOMMENDATION:

Adopt a resolution authorizing approval of the tentative agreement establishing the terms and conditions of a successor agreement to the memorandum of understanding with the California Nurses Association for the term of July 6, 2014 through September 23, 2017.

BACKGROUND:

The current memorandum of understanding (MOU) expired on July 5, 2014, and the County concluded negotiations with the California Nurses Association (CNA) on February 19, 2015. The membership has ratified the County's offer. The County and CNA have met and conferred in good faith and agreed to the terms as described in the Tentative Agreement.

DISCUSSION:

This agreement covers all of the staff in classifications represented by CNA. The following summarizes the major changes.

Term

July 6, 2014 through September 23, 2017, 39 months.

Salary Adjustment

Classifications in this bargaining unit will receive salary increases as follows: 4% effective March 1, 2015, 3% effective January 3, 2016, and 3% effective January 1, 2017.

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Other economic changes

Employees in this bargaining unit will receive equity increases that will bring them to the mean of market. Employees represented by CNA will pay an additional 25% of the cost of their Retirement COLA beginning July 5, 2015 and will receive a 1% salary offset for this change. Employees who are required to utilize their bilingual skills will receive additional compensation of \$5.00 per pay period for this service.

Laid off employees with bumping rights can only bump within their department.

County Counsel has reviewed and approved the Resolution as to form. Approval of this Resolution contributes to Shared Vision 2025 of a Collaborative Community by ensuring cost-effective compensation structures for County employees.

FISCAL IMPACT:

The cost of the salary and other changes will result in a net increase of approximately \$9,800,000 over the 39 month term.