



County of San Mateo

Inter-Departmental Correspondence

Department: HUMAN RESOURCES

File #: 19-1019

Board Meeting Date: 10/22/2019

Special Notice / Hearing: None
Vote Required: Majority

To: Honorable Board of Supervisors

From: Rocio Kiryczun, Human Resources Director
Zhanna Abuel, Interim Employee and Labor Relations Manager

Subject: Successor agreement to the Memorandum of Understanding with AFSCME & SEIU
Extra Help bargaining units

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 Extra Help Units of the American Federation of State, County and Municipal Employees (AFSCME) and the Service Employees International Union (SEIU) for the term of October 22, 2019 through January 22, 2022.

BACKGROUND:

The County concluded negotiations with AFSCME and SEIU on September 25, 2019. The memberships have ratified the County's offer. The County, AFSCME and SEIU have met and conferred in good faith and agreed to the terms as described in the Tentative Agreement.

DISCUSSION:

This agreement covers all Extra Help and Limited Term staff in classifications represented by AFSCME and SEIU. The following summarizes the major changes.

Term

October 22, 2019 through January 22, 2022, 27 months.

Salaries

The classifications for the positions covered by this MOU already received cost of living, equity and longevity salary increases when the SEIU and AFSCME MOUs for regular employees were ratified in 2018 and 2019, respectively. There are no additional salary increases set forth in this MOU.

Other Economic Changes

For non-seasonal Extra-Help employees in these bargaining units who have worked a minimum of

2,080 continuous extra-help work without a break in service will have up to 24 hours of bereavement leave for covered family members, up to 36 hours of sick leave per year when applicable, and additional holiday pay for a maximum of eight (8) hours when applicable. These changes would be effective the first full pay period following ratification and Board approval of the successor MOU. Effective January 1, 2020, Extra Help employees who meet the eligibility criteria may enroll in the Kaiser High Deductible Health Plan (HDHP) or the Kaiser HMO Plan for employee only coverage. Extra Help employees (excluding limited term) who meet the eligibility criteria may enroll dependents in the Kaiser HDHP or the Kaiser HMO plan for dependent coverage. The County will contribute 85% of the total premium for employee-only coverage and the employees will pay the difference.

County Counsel has reviewed and approved the resolution as to form.

FISCAL IMPACT:

The cost of the changes will result in a net increase of approximately 1,306,307 annually.