



Legislation Details (With Board Report)

File #: 12-713 **Name:** IHSS
Type: General Agenda Item **Status:** Passed
File created: 7/25/2012 **In control:** Board of Supervisors
On agenda: 7/31/2012 **Final action:** 7/31/2012

Title: Approve and adopt a tentative agreement with Service Employees International Union (SEIU) United Long Term Care Workers , representing In Home Supportive Services Providers for a new Memorandum of Understanding (MOU) for the period of March 1, 2012 through December 31, 2013.

Sponsors:

Indexes:

Code sections:

Attachments: 1. IHSS Tentative Agreement, 2. Completed Board Order

Date	Ver.	Action By	Action	Result
7/31/2012	1	Board of Supervisors	approved	

Approve and adopt a tentative agreement with Service Employees International Union (SEIU) United Long Term Care Workers , representing In Home Supportive Services Providers for a new Memorandum of Understanding (MOU) for the period of March 1, 2012 through December 31, 2013.

RECOMMENDATION:

It is recommended that the Board of Supervisors:

Approve and adopt a tentative agreement with Service Employees International Union (SEIU) United Long Term Care Workers , representing In Home Supportive Services Providers for a new Memorandum of Understanding (MOU) for the period of March 1, 2012 through December 31, 2013.

SUMMARY/DISCUSSION:

The Monterey County Public Authority for In Home Supportive Services and SEIU United Long Term Care Workers, representing the In Home Supportive Services providers reached a tentative agreement on July 19, 2012 for a new Memorandum of Understanding (MOU) for the period of March 1, 2012 through December 31, 2013 (attached). SEIU has informed the Monterey County Public Authority that the unit membership has approved this tentative agreement.

Pursuant to the agreement, the parties have agreed that the IHSS provider wages will remain at \$11.50/hour and effective upon ratification of this agreement, sixty nine cents (\$.69) per hour will also be available for a health benefit plan for providers, a .09 cent increase. This will allow for enrollment of up to 475 providers in the health plan based currently estimated hours of service. Furthermore, the MOU includes protection for those providers already enrolled in health benefits who would lose their eligibility if the State imposed an across-the-board reduction in hours. At no time would the protection exceed the county’s savings that would result from the across-the-board reduction.

Additionally the parties agree to meet and confer should the Community First Choice Option plan amendment not be retroactively approved effective December 2011, as is currently budgeted at the State and County level. The Community First Choice Option is a key element of IHSS financing that increases the Federal share of cost for IHSS from 50% to 56%.

OTHER AGENCY INVOLVEMENT:

SEIU United Long Term Care Workers has informed Monterey County IHSS Public Authority that the unit membership has approved this tentative agreement. County Counsel has reviewed and concur with this action. Due to late submission of this Board Report, the CAO Budget and Analysis Division was not provided adequate time to fully review for potential fiscal, organizational, policy, or other implications to the County of Monterey .

FINANCING:

The health benefits are funded by Federal, State, and County contribution. Total additional costs for this agreement are \$360,900, with County discretionary contributions of \$158,796 and Federal reimbursement of \$202,104. There are sufficient appropriations and revenues in the FY 2012-13 Adopted Budget.

Prepared by: Irene Cole, Management Analyst, 4904

Approved by: Elliott Robinson, Director, 4434

Attachments:

Original on file with the Clerk of the Board

Monterey County IHSS Public Authority and SEIU United Long Term Care Workers Union Tentative Agreement