



# COUNTY OF HUMBOLDT

## Legislation Text

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**File #:** 18-1357, **Version:** 1

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**To:** Board of Supervisors

**From:** Human Resources

**SUBJECT:**

Revisions to Memorandum of Understanding between the County of Humboldt and American Federation of State, County, and Municipal Employees Local 1684 effective October 1, 2017 through and inclusive to December 31, 2020

**RECOMMENDATION(S):**

That the Board of Supervisors authorize the Chair of the Board of Supervisors to execute the revised Memorandum of Understanding between the County of Humboldt and the American Federation of State, County and Municipal Employees (AFSCME) Local 1864 for Units 1-4; and adopt Resolution No. \_\_\_\_\_ (attached) approving the revised Memorandum of Understanding between the county and AFSCME Local 1864 for Units 1-4.

**SOURCE OF FUNDING:**

All County Funds

**DISCUSSION:**

On August 21, 2018 (item C-19), your Board approved a Memorandum of Understanding (MOU) with AFSCME for Representation Units 1-4. Representatives of the county and AFSCME have agreed to the revisions set forth in the attached Memorandum of Understanding for Representation Units 1-4. Major elements provided for in the MOU include the following:

1. Compliance with the Supreme Court Decision in *Janus v. AFSCME, Council 31*, removing language that required employees to pay a representation fee.
2. Language to provide hazard pay differential to employees working in four (4) county locked/secured facilities.
3. Language to provide greater transparency regarding the adjustments approved for nursing positions.
4. Revise the class and salary schedule to reflect changes to nursing and juvenile/correctional officer positions

**FINANCIAL IMPACT:**

There is no additional financial impact related to the revisions as cost impact was previously reported.

**OTHER AGENCY INVOLVEMENT:**

N/A

**ALTERNATIVES TO STAFF RECOMMENDATIONS:**

The Board could not adopt the proposed Memorandum of Understanding, however, this is not recommended. This option is not recommended as the revisions are consistent with completed negotiations.

**ATTACHMENTS:**

Exhibit A - Revised Memorandum of Understanding between the County of Humboldt and AFSCME Local 1684

Exhibit B - Revised Memorandum of Understanding between the County of Humboldt and AFSCME Local 1684 in track changes

Exhibit C - Resolution No. \_\_\_\_\_ approving the Memorandum of Understanding between the County of Humboldt and AFSCME Local 1684

Appendix A - AFSCME Represented Classes and Revised Salary Schedules

PREVIOUS ACTION/REFERRAL:

Board Order No.: C-19

Meeting of: 8/21/18