

Supplemental Agreement to the MOU

Service Employees International Union Local 715 and the County of San Mateo IHSS Public Authority have met and conferred in good faith and reached agreement as described below.

1. The provisions of the current Memorandum of Understanding between the parties dated July 1, 2003 – June 30, 2004 shall continue in full force and effect through June 30, 2006 with the exception that Article 12 – Wages and Article 13.2 – Health, Dental and Vision Benefits are modified by the following:

“Under this agreement if the state participation level in wages or benefits is reduced in any manner that would result in an increased cost to the San Mateo County Public Authority to maintain the wage and/or health, dental and/or vision benefit levels described in the MOU, the Public Authority will set new wages/benefits based on the level of County funding established for wages and/or benefits on the day prior to the effective date of such reduction or modification. Serious consideration in any such adjustment will be given towards maintenance of current health benefit coverage levels. This adjustment in wages and/or benefits is contingent on the following conditions:

- This adjustment will only be triggered by a reduction in the maximum hourly amount at which the State will share in wages and/or benefits. An adjustment will not be triggered by other changes that result in reduced County costs (e.g., eligibility changes). Any reduction in County financial liability for IHSS Independent Provider payments and/or benefits as a result of changes in federal or state sharing ratios or program eligibility requirements shall remain with the County and are not the subject of this agreement.
- If the above-referenced adjustment is triggered, the amount of County funding throughout the term of this agreement will not change due to any subsequent increase in state participation or funding level. This includes, but is not limited to, any increased County funding which would be required by the State imposing a “maintenance of effort” requirement. The amount of County funding is defined as the level of County funding established for wages and benefits on the day prior to the effective date of any reduction by the State.

The Public Authority shall provide to the Union a written description of any adjustments to be made pursuant to this section and upon request of the Union, the Public Authority will meet and confer regarding the impact of the above-described loss of funding, but in no event shall the Public Authority be obligated to increase its contribution toward the affected benefit or benefits, including wages.

2. It is the understanding of the parties that the provisions of this Supplemental Agreement to the MOU shall remain in effect through the term of the extended current MOU (June 30, 2006).”

The parties have indicated their approval and acceptance of this Supplemental Agreement to the MOU by their signatures in the appropriate space below.

SERVICE EMPLOYEES
INTERNATIONAL UNION
LOCAL 715

THE SAN MATEO COUNTY
IHSS PUBLIC AUTHORITY

By _____

By _____

Dated _____

Dated _____