



**COUNTY OF SAN MATEO**  
**Inter-Departmental Correspondence**

Employee and Public Services

**DATE:** June 9, 2004

**BOARD MEETING DATE:** June 29, 2004

**TO:** Honorable Board of Supervisors  
Acting as the In-Home Supportive Services Public Authority

**FROM:** *CS* Charlene Silva, Interim Health Services Director  
*MW* Mary Welch, Employee and Public Services Director

**SUBJECT:** Memorandum of Understanding with Service Workers International  
Union Local 715 – In-Home Supportive Services

**Recommendation**

Adopt a resolution approving a supplemental agreement to the Memorandum of Understanding (MOU) with Service Employees International Union (SEIU) for In-Home Supportive Services for a two year period ending June 30, 2006.

**Background**

The current MOU expires on June 30, 2004. This supplemental agreement extends the provisions of the current agreement for another two years with a separate provision that goes into effect only if the State reduces the maximum hourly wage at which it will share.

**Discussion**

The Public Authority concluded negotiations with SEIU on May 18, 2004 and the membership ratified the agreement in votes on June 7 and 8. The following summarizes the major agreements in the supplemental agreement to the MOU which extends the term of the agreement to June 30, 2006:

The provisions of the current MOU remain unchanged unless the state participation level in wages or benefits is reduced in any manner that would result an increased cost to the Public Authority to maintain the wage and benefit levels described in the MOU. If the State does make such a change, the Public Authority will set new

wages and/or benefits based on the level of funding established for wages and benefits on the day prior to the effective date of the State's action. In no event will the Public Authority be obligated to increase its contribution toward the affected wages or benefits.

**Vision Alignment**

This item keeps the commitment of responsive, effective and collaborative government through goal number 20; government decisions are based on careful consideration of future impact, rather than temporary relief or immediate gain.

**Fiscal Impact**

This agreement results in no increased costs for the two-year duration of the supplemental agreement.

**RECOMMENDED**

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**COUNTY MANAGER**