

**REPORT/RECOMMENDATION TO THE BOARD OF SUPERVISORS
OF THE COUNTY OF SAN BERNARDINO
AND RECORD OF ACTION**

May 19, 2020

FROM

GARY McBRIDE, Chief Executive Officer, County Administrative Office

SUBJECT

Memorandum of Understanding with Teamsters Local 1932 representing employees in the Preschool Services Department Non-Supervisory Unit and Preschool Services Department Supervisory Unit through May 19, 2023

RECOMMENDATION(S)

Approve the proposed Memorandum of Understanding between the County of San Bernardino and Teamsters Local 1932 representing the employees in the Preschool Services Department Non-Supervisory Unit and Preschool Services Department Supervisory Unit through May 19, 2023.

(Presenter: Bob Windle, County Labor Relations Chief, 387-3101)

COUNTY AND CHIEF EXECUTIVE OFFICER GOALS & OBJECTIVES

Create, Maintain and Grow Jobs and Economic Value in the County.

Improve County Government Operations.

Operate in a Fiscally-Responsible and Business-Like Manner.

Ensure Development of a Well-Planned, Balanced, and Sustainable County.

FINANCIAL IMPACT

Approval of this item will not result in the use of Discretionary General Funding (Net County Cost). The Preschool Services agreement estimated cost for the medical premium subsidy increase and a 2% across-the-board wage increase is approximately \$768,800 in 2020-21 and \$910,225 ongoing. Wage increases are subject to grant approval, as all costs associated with the Preschool Services contract positions are 100% state and federal funded.

BACKGROUND INFORMATION

Representatives of County of San Bernardino, under direction of the Board of Supervisors (Board), met and conferred with representatives of Teamsters Local 1932 (Teamsters) in an attempt to reach a successor labor agreement covering wages, hours, and other terms and conditions of employment for employees in the Preschool Services Department Non-Supervisory Unit and Preschool Services Department Supervisory Unit (Units).

After several months of bargaining, the parties were successful in reaching a tentative agreement for employees in the Units. The proposed Memorandum of Understanding (MOU) includes the following:

- Provides a 2% across-the-board wage increase, anticipated to be in August 2020, subject to the approval of the necessary Federal, State, and local agencies.

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May 19, 2020**

- Expands eligibility for differentials to employees who perform the required duties for a minimum of two (2) hours.
- Establishes a discipline and administrative appeals process for employees who have completed at least 1,600 hours of service.
- Increases the Medical Premium Subsidy effective Benefit Plan Year 20/21.
- Establishes that Teamsters Local 1932 members will have the option to select the County-sponsored health plans or the Teamsters-sponsored health plans.

Teamsters notified the County that the Units ratified the proposed MOU. Therefore, the proposed MOU will, if approved by the Board, constitute a successor labor agreement between the County and Teamsters covering wages, hours and other terms and conditions of employment for the Units through May 19, 2023.

PROCUREMENT

N/A.

REVIEW BY OTHERS

This item has been reviewed by County Counsel (Cynthia O'Neill, Supervising Deputy County Counsel, 387-5455) on April 30, 2020; Labor Relations (Bob Windle, County Labor Relations Chief, 387-3101) on April 30, 2020; Finance (Jessica Trillo, Administrative Analyst, 387-4222) on May 1, 2020; County Finance and Administration (Matthew Erickson, County Chief Financial Officer, 387-5423) on May 5, 2020.

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Record of Action of the Board of Supervisors
County of San Bernardino

APPROVED (CONSENT CALENDAR)

Moved: Robert A. Lovingood Seconded: Josie Gonzales
Ayes: Robert A. Lovingood, Janice Rutherford, Dawn Rowe, Curt Hagman, Josie Gonzales

Lynna Monell, CLERK OF THE BOARD

BY  _____
DATED: May 19, 2020



cc: File – MOU/Preschool Services Department w/MOU
la 05/26/2020