

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

June 23, 2020

FROM

GARY McBRIDE, Chief Executive Officer, County Administrative Office

SUBJECT

Side Letter Agreement with Teamsters Local 1932

RECOMMENDATION(S)

Approve a side letter agreement between the County of San Bernardino and Teamsters Local 1932 representing employees in the Administrative Services Unit; Clerical Unit; Craft, Labor, & Trades Unit; Management Unit; Nurses Supervisory and Management Unit; Supervisory Unit; and Technical and Inspection Unit.

(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.

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

FINANCIAL IMPACT

Approval of this item will not result in the use of additional Discretionary General Funding (Net County Cost). The extension of the Flex Spending Account (FSA) match benefit to employees who enroll in Teamsters Local 1932 (Teamsters)-sponsored health plans will not result in an additional cost to the County, as the FSA match benefit is not a new benefit option. The proposed side letter ensures that employees will continue to have the option to receive the FSA match benefit should they choose to enroll in the new Teamsters-sponsored health plans.

BACKGROUND INFORMATION

On September 10, 2019 (Item No. 27), the Board of Supervisors (Board) approved a successor Memorandum of Understanding (MOU) between the County of San Bernardino (County) and Teamsters for employees in the Administrative Services Unit; Clerical Unit; Craft, Labor, & Trades Unit; Management Unit; Nurses Supervisory and Management Unit; Supervisory Unit; and Technical and Inspection Unit. As part of those negotiations, the parties agreed that upon the establishment of certain agreed to terms and conditions, Teamsters members will have the option to select County-sponsored health plans or Teamsters-sponsored health plans that are offered through a Teamsters healthcare trust. On March 10, 2020 (Item No. 29), the Board approved a side letter agreement between the County and Teamsters establishing the terms and conditions of the Teamsters healthcare trust.

Currently, the County provides a match of up to \$10 per pay period to the FSA of employees who select the County-sponsored Blue Shield Access + HMO plan or Kaiser Choice HMO Plan and a match of up to \$25 per pay period to the FSA of employees who enroll in the Modified Benefit Option and select the County-sponsored Blue Shield PPO Bronze Plan. Teamsters

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requested to meet and confer with the County to extend this same benefit to employees who enroll in an equivalent Teamsters-sponsored health plan. The meet and confer process resulted in an agreement between the County and Teamsters that the County shall extend a match of up to \$10 per pay period to employees who enroll in the FSA and an equivalent Teamsters-sponsored gold health plan and a match of up to \$25 per pay period to employees who elect to enroll in the FSA and an equivalent Teamsters-sponsored bronze health plan.

PROCUREMENT

N/A.

REVIEW BY OTHERS

This item has been reviewed by County Counsel (Cynthia O'Neill, Supervising Deputy County Counsel, 387-5455) on June 10, 2020; Labor Relations (Bob Windle, County Labor Relations Chief, 387-3101) on June 9, 2020; Finance (Jessica Trillo, Administrative Analyst, 387-4222) on June 10, 2020; County Finance and Administration (Matthew Erickson, County Chief Financial Officer, 387-5423) on June 10, 2020.

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

APPROVED (CONSENT CALENDAR)

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

Lynna Monell, CLERK OF THE BOARD

BY _____
DATED: June 23, 2020



cc: File- MOU – TEAMSTERS LOCAL 1932 w/attach
la 06/29/2020