The County of Yuba
Human Resources and Organizational Services

TO: Board of Supervisors
FROM: Human Resources and Organizational Services, Leigha Williams
SUBJECT: Human Resources: Approve Master Labor Agreement and Side Letter of Agreement between the County of Yuba and Yuba County Employees' Association
DATE: August 25, 2020
NUMBER: 408/2020

Recommendation:

1. The Board of Supervisors approve and authorize the Chair to sign the attached Master Labor Agreement (MLA) between the County of Yuba and the Yuba County Employees’ Association (YCEA) for a one-year extension effective August 1, 2020 to June 30, 2021.

2. The Board of Supervisors approve and authorize Human Resources Director to sign the attached Side Letter between the County of Yuba and Yuba County Employees’ Association (YCEA).

Background:

The County and YCEA met and conferred in good faith regarding wages, hours, and working conditions and mutually agreed to a one-year extension of the current Master Labor Agreement effective August 1, 2020, and ending June 30, 2021.

Additionally, the County and YCEA agreed to a side letter related to employees that worked a modified scheduled in the Health & Human Services Department (HHSD).

Discussion:

The discussions between the County and YCEA focused on the overall fiscal health of the County as it relates to the unknown financial implications of the COVID-19 public health emergency.

Below is a summary of the terms of the amendment of the MLA:
1. 1-year extension until June 30, 2021

2. Effective August 1, 2020, all represented classifications will receive a 1% Cost of Living Adjustment

3. Union Release Time – capped at 100 hours per fiscal year for Union Officers, Board Members, and Stewards for non-political activities related to employee-employer relations and the administration of the MLA.

4. MLA clean-up related to changes in law

5. Shop Steward program updated

MLA terms and conditions not otherwise modified in the amendment will remain unchanged through June 30, 2021.

The side letter provides leave time to HHSD employees that worked a modified schedule that consisted of working six (6) or seven (7) days per week for two (2) or more weeks in a pay period when not followed by a week or more of paid administrative leave between March 1 and June 30, 2020.

Committee Action:

This item is bypassing committee due to the time sensitive nature of implementing the terms of the MOU.

Fiscal Impact:

Total: $392,204
   General Fund: $119,905
   Non-General Fund: $273,305
Source: Will be presented as part of the final FY 20-21 Budget package

Attachments:

408-2020 MLA YCEA November 14, 2017 - June 30, 2021 Extension
408-2020 YCEA Side Letter Agreement