



COUNTY OF SANTA CRUZ

PERSONNEL DEPARTMENT

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January 18, 2006

AGENDA: January 24, 2006

Board of Supervisors
 County of Santa Cruz
 701 Ocean Street
 Santa Cruz, CA 95060

Approve General Representation Unit Amendment #2 to the Current Memorandum of Understanding and Various Recommendations

Dear Members of the Board:

As you are aware the current SEIU Memorandum of Understanding (MOU) expired on September 10, 2005 and no new agreement has yet been reached. On December 13, 2005, your Board approved a tentative agreement to amend the current MOU dated September 14, 2002 through September 10, 2005 which extended the term of the agreement to January 21, 2006 and amended various provisions relating to health insurance and peaceful performance. The County and the Union have reached a second tentative agreement to extend the term of the agreement from January 21, 2006 to January 27, 2006 with the same amended provisions relating to health insurance and peaceful performance. Amendment #2 is attached for your approval.

IT IS THEREFORE RECOMMENDED that your Board:

1. Adopt the attached General Representation Unit Amendment #2 to the current MOU and Amendment #1;
2. Authorize the Personnel Director to sign the attached Amendment #2 on behalf of the County;
3. Authorize the Personnel Director and the County Administrative Officer to take the necessary administrative actions to implement the provision of the agreement.

Very truly yours,

Dania Torres Wong
 Director of Personnel

RECOMMENDED:

Susan A. Mauriello
 County Administrative Officer

DTW:ap

cc: Cliff L. Tillman, SEIU; Personnel (2), Auditor-Controller (2), Each Department Head

General Representation Unit
Amendment #2 to the Memorandum of Understanding

This is an amendment to the following:

- The Memorandum of Understanding for the General Representation Unit between the County of Santa Cruz, hereinafter "County" and Service Employees International Union Local 415, hereinafter "SEIU," for the period September 14, 2002 through September 10, 2005 (hereinafter MOU); and to
 - Amendment #1 of the MOU executed by the parties in December 2005 (hereinafter Amendment #1).
1. Article 1: Memorandum of Understanding Introduction: This section is amended to extend the term of the agreement and Amendment #1 through midnight January 27, 2006.
 2. Article 10.1: Medical Coverage:
 - i. Paragraph 2(i), 2(ii) and 2(iii) of Amendment #1 are unchanged;
 - ii. Paragraph 2(iv) of Amendment #1 is modified as follows:

For health care payments for the pay period beginning January 14 and ending January 27, 2006, which is paid on February 3, 2006, the maximum monthly County contribution shall be as follows:

\$381.90	Employee only
\$616.25	Employee + one dependent
\$801.14	Employee + two or more dependents
 - iii. For the pay period beginning January 28, 2006 and for all pay periods thereafter, the maximum monthly County contribution shall be as follows:

\$346.74	Employee only
\$545.94	Employee + one dependent
\$709.73	Employee + two or more dependents
 3. For the term of this Amendment #2, the Union and its members shall strictly comply with MOU Article 5: Peaceful Performance. The Union agrees that if during the term of this Amendment #2 the Union or its members fail to comply with Article 5, the increased contributions set forth in Amendment #2 Sections 2(i) and 2(ii) above shall be immediately rescinded by the County and the

County's contributions will revert to the contribution levels which are set forth in Amendment #2 Section 2(iii) above.

- 4. The Union further agrees that neither it nor any member of the unit will grieve or otherwise challenge this Amendment #2 to the MOU and the Union will indemnify and defend the County if any member of the unit attempts to challenge Amendment #1 or Amendment #2 to the MOU.
- 5. Except as otherwise provided herein, all other provisions remain the same.
- 6. This MOU Amendment #2 may only be modified by written agreement of the parties.

Cliff Leo Tillman, Jr.
 Cliff Leo Tillman, Jr.
 Chief Negotiator, SEIU

 Dania Torres Wong
 Chief Negotiator, County of Santa Cruz

Date: 01/19/06

Date: _____