

Conceptual Tentative Agreement
Regarding Term and Wages

SECTION 18. TERM

This Memorandum of Understanding between the Solano County IHSS Public Authority and SEIU Local 2015 shall be effective the later of February 6, 2018 or upon ratification of both the Union and the Public Authority governing board and shall remain in full force and effect to and including June 30, 2020.

SECTION 8. WAGES

- or Federal* *(K) 012*
- A. The Base Wage for Providers is \$11.50 per hour, or the State minimum wage, whichever is higher.
 - B. Effective as soon as practicable the Public Authority will supplement the Base Wage at an additional fifty cents (\$0.50) per hour ("Wage Supplement"). This Wage Supplement becomes effective the first of the month following the State's approval. The Wage Supplement will be added to the County's Maintenance of Effort (MOE) and will not be compounded for subsequent increases not locally negotiated.

The Public Authority will submit the appropriate request to the State to implement the new rate, which includes the Base Wage and the Wage Supplement within seven (7) calendar days following Union ratification and the Public Authority adoption of this collective bargaining agreement.

- C. If the Provider Base Wage plus the Wage Supplement exceeds the maximum State participation level for wages plus benefits, the amount of the Wage Supplement will be reduced so that the County's MOE remains the same as it would have been had the State participation level not been exceeded. The Public Authority shall provide the Union twenty (20) calendar days notice of any such reduction and shall include in said notice information and available documents which validate the reduction, and the reduction shall become effective on the first of the following month of said notice.

Enclosures:

- Add/delete MOU Section 18, Term
- Add/delete MOU Section 8, Wages
- Add/delete of the full MOU, encompassing all tentative agreements and this conceptual tentative agreement

COJ
1/25/18

[Signature] *1/25/18*

SECTION 18. TERM

This Memorandum of Understanding between the Solano County IHSS Public Authority and SEIU ~~United~~
~~Long Term Care Workers (ULTCW) Local 6434 2015~~ shall be effective ~~July 1, 2011~~ the later of February
6, 2018 ~~or upon ratification of both the Union and the Public Authority governing board~~ and shall remain
in full force and effect to and including ~~December 31, 2015~~ June 30, 2020.

SECTION 8. WAGES

~~A. The wages of all represented providers shall be \$11.50 per hour subject to the following:~~

~~1. There is availability of State and/or Federal funding sufficient for the wage; and~~

~~2. State and/or Federal sharing ratios are equal to or exceed those identified in the Welfare and Institutions Code, Section 12306.1~~

~~B. If the State approves an amount less than the full funding (identified in 9.A above), the Public Authority will not be required to increase its contribution to provider compensation to replace State funding, and the wage rate will be adjusted by an amount necessary to reflect the reduced level of State funding.~~

~~C. If during the term of this MOU, the State or Federal formula for matching funds is reduced, the Public Authority and the Union will meet and confer as to the impact of the loss of funding, but in no case shall the Public Authority's contribution be increased. In the event that the State of California and/or Federal government make additional funding available for the payment of wages, the Union and the Public Authority shall meet and confer on the impact of the funding change.~~

A. The Base Wage for Providers is \$11.50 per hour, or the State ^{or Federal} minimum wage, whichever is higher.

B. Effective as soon as practicable the Public Authority will supplement the Base Wage at an additional fifty cents (\$0.50) per hour ("Wage Supplement"). This Wage Supplement becomes effective the first of the month following the State's approval. The Wage Supplement will be added to the County's Maintenance of Effort (MOE) and will not be compounded for subsequent increases not locally negotiated.

The Public Authority will submit the appropriate request to the State to implement the new rate, which includes the Base Wage and the Wage Supplement within seven (7) calendar days following Union ratification and the Public Authority adoption of this collective bargaining agreement.

C. If the Provider Base Wage plus the Wage Supplement exceeds the maximum State participation level for wages plus benefits, the amount of the Wage Supplement will be reduced so that the County's MOE remains the same as it would have been had the State participation level not been exceeded. The Public Authority shall provide the Union twenty (20) calendar days notice of any such reduction and shall include in said notice information and available documents which validate the reduction, and the reduction shall become effective on the first of the following month of said notice.