

Tentative Agreement

Between

County of Riverside

and

Laborers International Union of North America, Local 777

This tentative agreement is subject to ratification by affected LIUNA members and adoption by the Board of Supervisors.

- MOU – Amend current Article V, Pay Practices

Section 1. Step Advance

A. Salary Steps

1. Effective on a future date to be determined by the parties, but no later than April 25, 2019, and following Board of Supervisors adoption and on the start of a pay period, merit increases shall be received in increments of one step.

- MOU – Amend current Article V, Pay Practices

Section 1. Step Advance

A. Salary Steps

2. Effective on a future date to be determined by the parties, but no later than April 25, 2019, and following Board of Supervisors adoption and on the start of a pay period, each step increment in the LIUNA salary ranges shall be valued at 4%.

- MOU – Amend current Article V, Pay Practices

Section 1. Step Advance

A. Salary Steps

3. Effective on a future date to be determined by the parties, but no later than April 25, 2019, and following Board of Supervisors adoption and on the start of a pay period, the bottom three steps of the salary ranges for LIUNA classifications will be eliminated, at which time LIUNA represented employees not already at Step 4 shall be moved to Step 4, which will be Step 1 of the new range.

- MOU – Amend current Article XXI, Flexible Benefit Program

Section 1. Flexible Benefit Program

G. Effective March 28, 2019, the County agrees to subsidize the family and two-party monthly medical insurance premiums chargeable to employees participating in a County sponsored health care plan on the following basis:

Employees with family coverage: Monthly premium reduced by \$200.00

Employees with two-party coverage: Monthly premium reduced by \$50.00

The subsidy will remain in place for the duration of the MOU.

- MOU – New Article XXXII, Fairness Clause

Section 1. If, during this MOU, SEIU is given a higher valued step increase, a COLA, flex benefit contribution, or additional payments by the County on behalf of employees for benefits that are not already granted in this MOU, LIUNA shall be granted the identical increases, in the same fashion as afforded to SEIU. LIUNA agrees that this provision shall not apply to any agreement the County reaches with SEIU regarding the Nursing Bargaining Unit or Per Diem Unit, nor to any classification and compensation changes made to SEIU classifications as a result of the normal classification and compensation study processes conducted by the County.

This provision shall expire on a date that coincides with the expiration of this 24-month MOU.

- MOU – Amend current Article XIII, Vacation

Section 1.

Effective the first full pay period following Board of Supervisors adoption of this MOU, the County agrees to establish a Special Time Bank for each current LIUNA represented employee of forty (40) hours. These hours must be used by the expiration of this MOU and while employed in a LIUNA-represented classification, otherwise the hours are forfeited. These hours shall have no cash out value. Employees are encouraged to take these hours during County holidays and must obtain supervisor's approval prior to use.

Should an employee, due to the nature of the position or operation of the department, not be granted the ability to utilize any portion of the 40 hours under this provision, and after providing proof of their efforts to utilize the bank time to Human Resources prior to the expiration of the 24-month term of this MOU, may be granted on a case-by-case basis an extension of six months to utilize the balance of the time.

Only employees who were a member of LIUNA as of the date of adoption of this MOU will receive this benefit.

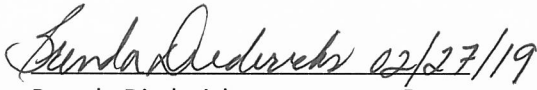
- MOU – Amend current Article I, Term

Section 1. The term of this agreement shall be twenty-four (24) months commencing the first day of the start of the pay period following the Board of Supervisors adoption.

- LIUNA has also agreed to Labor Management subcommittees on language clean-up of the MOU as well as other ad hoc topics.

For the County of Riverside

For LIUNA, Local 777

 02/27/19

Brenda Diederichs Date
Asst. County Executive Officer/
Human Resources Director

 2/27/19

Stephen Switzer Date
Business Manager