



RIVERSIDE COUNTY/SEIU LABOR-MANAGEMENT COMMITTEE MEETING

Thursday, January 12, 2006
SEIU Office
4336 Market Street
Riverside, CA 92501-3518

MINUTES

COMMITTEE MEMBERS PRESENT: (*Chair)

Barbara Olivier, Human Resources
Carol Keating, Human Resources

*Rebecca Miller, SEIU
Linda Love, SEIU
Arianna Jimenez, SEIU
Eric Russell, SEIU

COMMITTEE MEMBERS ABSENT:

Ron Komers, Human Resources
Marward Sullivan-Taylor, SEIU

Stephen Butler, SEIU

IN ATTENDANCE:

Michelle Alves, Human Resources
Roger Uminski, Community Health Agency
Lisa Pina, Human Resources
Carl Erickson, Human Resources
Michael Fields, Human Resources
Kathy Hampton, Human Resources
Shari Daniels, Human Resources
Jeanne Groen, Human Resources
Marilyn Barker, Human Resources

Kris Sloman, Human Resources
John Mooney, Human Resources
Mark Carleson, Human Resources
Milca Montanez, Human Resources
Tiffany Mendez, Human Resources
Terrie Stevens, Human Resources
Allan Anderson, Human Resources
Sarah Franco, Human Resources

I. INTRODUCTIONS

Guests and members introduced themselves.

II. MINUTES

The minutes of August 11, 2005 were reviewed.

III. NEW BUSINESS

A. Transition

Rebecca Miller announced that she would be leaving California to take care of family members. Rebecca stated Arianna Jimenez would be the primary contact with Human Resources for the next four to 12 weeks. Also, a member of SEIU International will be present working with staff, and her name is Maisha Jamerson. Matters such as dues, checks, pension or other administrative issues will be handled by Noelle Cady. SEIU representatives will continue to work with the County departments they serve. SEIU staff will also continue to attend Joint Health Care Labor-Management meetings to ensure continuity. Rebecca said she is sad to be leaving.

Barbara Olivier said we understand family challenges. Many of us have had similar experiences, and many will face this at some point in the future. Barbara said we wish Rebecca the very best in that regard.

Barbara Olivier said she heard from some of the departments that the information being disseminated about the new contract has not been positive. Barbara inquired whether Rebecca has heard the same feedback. Rebecca replied that the negotiating team and the union staff are positive about the contract. The materials sent to employees and look at the ratification process, from the beginning it was conveyed that the contract is good, and union members made tremendous strides. Rebecca said it is a very complex contract, and it is difficult to explain across the board. There are basically three tiers: Nurses, difficult to recruit positions, and the remainder of the bargaining group. There is a complicated pay arrangement for nurses that is difficult to explain, and it is very different from previous contracts. There were early indications of problems among nurses, and Rebecca notified Tom Prescott and Katherine Eaves to address the issues. As employees gained a better understanding of the terms of the contract they became more satisfied. Rebecca said we need to do a better job of comparing private sector wages to public sector compensation and benefits.

Rebecca Miller stated some things were not resolved through bargaining, as the County requested that the union attempt to resolve certain ideas through labor-management cooperation. Certain issues that were discussed during negotiations will now move to the labor-management process in the spirit of negotiations. There will be an attempt to resolve problems directly with departments, and any unresolved matters may be discussed during future meetings of this committee. Barbara Olivier said the smaller labor-management committees really should be subcommittees of this committee. Rebecca Miller said there may be changes in members of various subcommittees as well as this committee. Work will be distributed equitably among committee members, while maintaining a core group. Rebecca Miller said there are labor-management subcommittees at the Community Health Agency and Information Technology, with a time-sensitive outcome needed that will impact next year's focal point review.

Rebecca Miller said SEIU will prepare an updated list of stewards based on the new contract. It will be beneficial to have a good understanding of roles. Stewards will participate in minor disciplinary actions and grievances without a representative being present. Scheduling for hearings will be coordinated directly with Human Resources staff.

With respect to the Joint Health Care Labor-Management Committee, Rebecca said there need to be long-term, strategic planning discussions with the dynamics of the whole system. Rebecca gave the example of the discussions involving Riverside Community Hospital and Blue Shield, and how to engage members in these discussions. During negotiations dollars were increased for opt-outs, and that created a lot of mixed messages about the County's direction in terms of the all-opt-in, less expensive program, and the issue around market dynamics, e.g., why is Kaiser more expensive, etc. As well, family health care issues were raised, such as the inequities among the cafeteria plan. Rebecca said she is not sure whether we want to handle this as a labor-management project, or with members directly. Barbara Olivier said she would prefer to work on this as a labor-management project because it is a countywide concern. We need a serious communication campaign regarding our health plans.

Barbara Olivier said she would like to task Jeanne Groen with developing a proposal to bring to the next Joint Health Care Labor-Management Committee meeting in terms of how we can begin such a campaign. Jeanne will work with our consultants, and between the two we should have something for the next Health Care Labor-Management Committee meeting. Rebecca suggested this could be tied to the wellness program. Barbara Olivier said the wellness program would be launched soon, and we could follow up on that campaign with further health care information to ensure that all employees become better consumers and more aware of what County management is doing.

Rebecca Miller said we also need to review the Exclusive Care relationship. Rebecca is unsure of the appropriate forum for this, but we need a better understanding of SEIU's role as members who are both consumers of the program as well as workers involved in providing care. Rebecca said she still receives a lot of complaints about Exclusive Care, and it places the union in a difficult situation. In a labor-management partnership, we have interest in ensuring that Exclusive Care as a County entity is successful because it supplies employment and provides good health care. That would be a good starting point.

Barbara Olivier asked whether Rebecca envisions a committee to discuss the issues or a focus group to identify the issues. Rebecca said this committee would have an initial discussion about the direction Exclusive Care is taking, and some of the obstacles we are facing, in order to obtain understanding and ownership of this entity. Barbara Olivier said "ownership" is not the correct term, as the union does not own it. Rebecca responded that while the union doesn't own it, SEIU's labor and its dollars are financing it. SEIU is a stakeholder, and she uses the term "ownership" in terms of employees feeling they have a positive investment in the operation, and it doesn't seem that that is occurring now. It is in all of our interests to have this type of discussion in order to have an understanding of how important and successful Exclusive Care could be, because there are few similar innovative projects going on in the current health care environment.

Barbara Olivier inquired about how we might begin. Rebecca responded that we need for everyone to have a common language about Exclusive Care as an entity, how it fits into the County, and what are the future plans or vision for Exclusive Care. Barbara Olivier said it sounds like we might want to have a separate forum to discuss Exclusive Care to give and receive feedback to define its role. Following that the ideas could be brought back to this committee.

Rebecca Miller then discussed the Training Committee. There is a grant in place that needs to be administrated, and additional meetings should be scheduled. Rebecca suggested the Training Committee might meet a half hour before this committee convenes, on a monthly basis. Rebecca listed the committee members of Stephen Butler and three or four others who wish to be involved, and Rebecca would provide these names. Arianna Jimenez should be included as well.

B. Open Enrollment Update

Jeanne Groen reviewed some of the problems that were encountered during Open Enrollment. There were problems with mailing of identification cards in terms of using employees' home addresses versus mailing addresses. The problem was identified and identification cards were mailed to the appropriate addresses. Jeanne added that Medicare Part D caused difficulties for retirees, and the majority of calls came from retirees needing assistance with this.

Rebecca Miller inquired whether programming changes were made to facilitate adjustments for the family care premium readjustment. Carol Keating said programming is underway. Barbara Olivier said she requested that the increase be evident from the pay stub. Once we know the programming has been completed, SEIU should be notified of the appearance of the new pay stub so that they can be prepared for questions. Barbara added that it would be helpful to include the names of department representatives on pay stubs.

Rebecca Miller reviewed follow-up items from the August 11, 2005 meeting. There was discussion about the multi-agency fix. CalPERS representatives are clear about Riverside County's issue and why we have to address it. They are working with County staff to make corrections. The Executive Office is involved, looking at long-term options.

John Mooney addressed the question about a written policy for supervisors' working files and contents. There is not currently a policy that this fits into; however, the information will be added to supervisory training materials regarding how performance evaluations are done, which documents can and cannot be used in the preparation of a performance evaluation and the length of time certain notes can be considered applicable. Rebecca said it is her understanding there is agreement that if a situation (or behavior matter) is not included in an employee evaluation as a concern, such that an employee's evaluation is satisfactory and they move on, it is not permissible to "reach back" and use a supervisor's note that was not cited in the evaluation to support evidence in future conversations. Rebecca said union staff will want to make sure this is the practice countywide, even though there is not a written policy to that effect. Barbara Olivier said we should review our Disciplinary Process and Employee Evaluation Training to ensure that these issues are covered in our training materials.

John Mooney said that, in response to this concern, Human Resources expanded upon this topic in its Disciplinary Process Manual in August 2005.

Rebecca Miller said she felt the Office Support Study worked out very well. She appreciated sitting down with Human Resources staff to discuss the study prior to its being submitted to the Executive Office. Members appreciated the study as

well as the outcome. Barbara Olivier announced that Doris Lackey is now the Classification and Compensation Manager.

V. **ADJOURNMENT**

The SEIU Labor-Management Committee will meet again on Thursday, February 9, 2006, at 11:00 a.m. at 4336 Market Street, Riverside, California.

Respectfully submitted,

Marilyn Barker

<u>TOPIC</u>	<u>RESPONSIBILITY</u>
Updated list of stewards	SEIU
Proposal for a beginning approach to Exclusive Care's role in labor-management discussions	Allan Anderson
Appearance of paycheck stubs showing family subsidy	Carol Keating
Communication campaign by the Joint Health Care Labor-Management Committee with the wellness plan as the basis for the campaign	Jeanne Groen