



Yolo County Housing

Lisa A. Baker, Executive Director

147 W. Main Street
WOODLAND, CA 95695

Woodland: (530) 662-5428
Sacramento: (916) 444-8982
TTY: (800) 545-1833, ext. 626

BOARD OF COMMISSIONERS

Duane Chamberlain
Marlene Garnes
Michael H. McGowan
Jim Provenza
Matt Rexroad
Helen M. Thomson
Bernita Toney

DATE: August 6, 2009
TO: YCH Board of Commissioners
FROM: Lisa A. Baker, Executive Director
PREPARED BY: Janis Holt, Resource Administrator
SUBJECT: Review and Approve the Collective Bargaining Agreement with the General Unit

RECOMMENDED ACTION:

That the Board of Commissioners:

1. Approve the Collective Bargaining Agreement ("CBA") with the General Unit effective July 1, 2009; and
2. Commend the staff and representatives from the International Brotherhood of Teamsters, Local 856 for their work on behalf of YCH.

BACKGROUND / DISCUSSION

The General Unit has been operating under a tentative pact since the expiration of the previous agreement on June 30, 2008. Many of the elements agreed upon in the previous agreement sunset with the tentative pact.

The major elements of the proposed successor agreement are listed below:

1. General unit members agree to the five-step salary range schedule.
2. General unit members agree to the revised longevity pay schedule once a member reaches the top of salary range. The revised pay schedule will be 2.5% at three years, 2.5% at six years, and 2.5% at eleven years. This will be the final longevity step.
3. General unit members agree to bilingual pay of \$40 per month for speaking a second language and \$70 per month for speaking, reading, and writing a second language. Certification of bilingual skills will be required.
4. General unit members agree to up to 80 hours of paid jury duty leave per year.
5. General unit members agree to continue to pay 50% of their PERS retirement contribution.

YCH Board of Commissioners

August 6, 2009

General Unit CBA - Page 2

6. General unit members agree to continue to suspend annual sell back of vacation credits.
7. The term of this agreement will expire June 30, 2010.

FISCAL IMPACT

The terms of the agreement have been accounted for in the FY 2010 budget.

CONCLUSION

Staff recommends that the Board review and approve the General Unit Collective Bargaining Agreement effective July 1, 2009.

Attachment: General Unit CBA