Docusign Envelope ID: E0DCADF9-B037-8131-83DB-7579EFE8B54A

MEMORANDUM OF UNDERSTANDING

BETWEEN

SISKIYOU COUNTY IN-HOME SUPPORTIVE SERVICES PUBLIC AUTHORITY

AND

SEIU LOCAL 2015

September 30, 2026, through December 31, 2029

Docusign Envelope ID: E0DCADF9-B037-8131-83DB-7579EFE8B54A

Table of Contents

Page
Preamble 1
Article 1 - Recognition 1
Article 2 - Union Rights 1
2.1. Bulletin Boards 1
2.2. Official Union Representatives 1
2.3. Orientations 1
2.4. Training and Education 1
2.5. List of Providers 1
2.6. Indemnification 2
2.7. Labor Management Committee (LMC) 2
Article 3 - Membership Rights 2
3.1. No Discrimination 2
3.2. Mutual Respect and Non-Discrimination 2
3.3. Payroll 2
3.4. Direct Deposit 2
3.5. Registry 2
3.6. Transportation 3
Article 4 - Wages 3
Article 5 - Personal Protective Equipment (PPE) 4
Article 6 - Grievance Procedure 4
6.1. Step 1 Public Authority Manager 4
6.2. Step 2 Deputy County Administrator 4
Article 7 - No Strike Clause 5
Article 8 - Severability 5
Article 9 - Full Understanding 5
Article 10 - Term 5

Docusign Envelope ID: E0DCADF9-B037-8131-83DB-7579EFE8B54A

Preamble

This Agreement is between the Siskiyou County In-Home Supportive Services Public Authority (Public Authority) and SEIU Local 2015 (Union) for wages, hours, and terms and conditions of employment for In-Home Supportive Services (IHSS) and Waiver Personal Care Services (WPCS) Providers (jointly referred to as “Providers”).

Article 1 - Recognition

The Public Authority, as the Employer of Record for Providers to the extent defined by applicable law, recognizes the Union as the exclusive representative of Providers.

Article 2 - Union Rights

2.1. Bulletin Boards

The IHSS Office provides space in the lobby for the display of Union materials. Materials posted by the Union must be appropriate to a public space.

2.2. Official Union Representatives

The Union will provide the Public Authority with a list of the names, email addresses, and telephone numbers of its Official Representatives and Provider Stewards and will update the list whenever there is a change.

2.3. Orientations

The Public Authority will provide the Union notice of new provider orientations at the same time as notice is provided to the Providers. The notice will include the date, time, and location of the orientation the Union is provided up to thirty (30) minutes at or around the beginning of the orientation to talk with Providers.

2.4. Training and Education

The Union and the Public Authority will share information regarding training and further education opportunities with Providers at their orientation.

2.5. List of Providers

Once per quarter, the Union may request from the Public Authority a list of all current Providers, including their name, address, provider identification number, email address, and telephone number. The Union must use all means necessary in receiving, using and maintaining this information to protect the confidentiality of Provider information.

Docusign Envelope ID: E0DCADF9-B037-8131-83DB-7579EFE8B54A

2.6. Indemnification

The Union must defend, indemnify, save, protect, and hold harmless the Public Authority and their respective boards, directors, officers, and employees from any and all claims, demands, costs, suits, liability for any damage, and/or injury arising from the disclosure to the Union of information pursuant to this Article.

2.7. Labor Management Committee (LMC)

Upon request from the Union, the Public Authority may schedule an LMC meeting with the Union.

Article 3 - Membership Rights

3.1. No Discrimination

The Public Authority and the Union will not discriminate against providers for their participation or non-participation in Union activities.

3.2. Mutual Respect and Non-Discrimination

Providers are protected from discrimination as defined by law and should be treated with courtesy, dignity, and respect. Upon request from a Provider, the Public Authority will provide available resources regarding discrimination. This Article is not subject to the grievance procedure.

3.3. Payroll

The IHSS payroll system is administered by the State and California. Providers will be enrolled after complying with all enrollment requirements and when all their clearances are complete and approved.

3.4. Direct Deposit

Direct Deposit Form – SOC 829 is available at the IHSS Office or online. ‘

3.5. Registry

Providers and the Union will be given written notice upon removal from the registry.

Docusign Envelope ID: E0DCADF9-B037-8131-83DB-7579EFE8B54A

3.6. Transportation

IHSS does not authorize Providers to transport recipients. Transportation is not an approved IHSS task and will not be paid.

Article 4 - Wages

Any increases to wages agreed upon in the Agreement will be rendered null and void if the State fails to approve the terms of the proposed wage increases, and the parties will meet to make needed modifications.

If State and/or Federal participation levels are reduced, or the State and/or Federal participation levels change resulting in an increase to the Public Authority's and/or County's MOE, or the State and/or Federal sharing formula is modified in any way that would result in an increased cost to the Public Authority and/or County to maintain the wage level and/or wage supplement described in this MOU, or the State and/or Federal government limits, caps, or reduces its participation in wages, wage supplements, or takes any other actions that increase the Public Authority's and/or the County's share of funding and/or costs for Provider compensation, including but not limited to any ways unforeseen at the time this Agreement is reached, then wages and wage supplements will be reduced by an amount necessary to keep the total cost to the County and/or the Public Authority the same as such cost that existed on the day prior to the effective date of such reduction, modification, or change. The wage adjustment will be effective on the date the reduction, modification, or change is effective. Within sixty (60) days of a request by either party, the Public Authority and the Union will initiate meet and confer on the impacts of such changes and any wage adjustments. And if such modifications occur, in the spirit of collaboration, the Public Authority and Union would highlight impacts on stakeholders.

If during the term of this Agreement, the State or Federal sharing formula is modified in any manner that would result in a decreased cost to the Public Authority to maintain the wage and/or benefit levels described in this Agreement, if requested by either the Public Authority or Union, the parties will meet within sixty (60) days to discuss the affected benefit and/or wages.

The base wage for Providers is the State or Federal minimum wage, whichever is higher.

Effective as soon as practicable following approval of this Agreement by the Public Authority Governing Board, the Public Authority will supplement the Base Wage by eighty-five cents ($0.85) per hour (for a total combined wage supplement of eighty-five cents ($0.85) per hour) in accordance with Welfare and Institutions Code section 12306.16(d)(6)-(7) and will submit the appropriate request to the State to implement the new rate within five (5) working days of approval of this Agreement by the Public Authority Governing Board and subsequently with sufficient advance notice of each subsequent change to the Base Wage. The cost of the Wage Supplements to the Base Wage will be

Docusign Envelope ID: E0DCADF9-B037-8131-83DB-7579EFE8B54A

added to the County's Maintenance of Efford (MOE) on a one-time basis as provided in the Welfare and Institutions Code section 12306.16(d)(7).

Article 5 - Personal Protective Equipment (PPE)

The Public Authority makes gloves and masks available to providers upon request. The Public Authority is not obligated to reimburse Providers for the purchase of supplies. At the New Provider Orientation, the Public Authority will inform new Providers of the availability of PPE and how to request it.

Article 6 - Grievance Procedure

A grievance is any dispute that involves the interpretation or application of any provision of this Agreement. The Union may represent the grievant at any stage of the process. The parties will attempt to resolve grievances informally if possible. If that is not possible, they will attempt to resolve them at the lowest possible grievance step.

Provider participation in the grievance procedure in any capacity is solely on the provider's own time and is not treated as being with any Consumer's allocated service hours or as paid time.

Grievances must be filed within thirty (30) days of the incident or occurrence giving rise to the grievance or from when the Provider knew or should have known.

6.1. Step 1 Public Authority Manager

A Provider, a group of Providers, or the Union may submit a grievance in writing on a form provided by the Public Authority to the Public Authority Manager. The grievance must state which provision of the Agreement alleged to have been violated and the remedy sought, if any.

The Public Authority Manager will respond to the grievant in writing within twenty (20) calendar days of receiving the grievance. If the grievance is not resolved at Step 1, the grievant may appeal in writing to Step 2 within twenty (20) calendar days of Step 1's response.

6.2. Step 2 Deputy County Administrator

The Deputy County Administrator—Personnel and Risk Management Officer or designee will respond to the grievant in writing within twenty (20) calendar days of receiving the appeal to Step 2. The Deputy County Administrator—Personnel and Risk Management Officer's decision is final and binding on the parties.

Docusign Envelope ID: E0DCADF9-B037-8131-83DB-7579EFE8B54A

Article 7 - No Strike Clause

During the term of this Agreement, the Union, its members, and representatives will not engage in, authorize, sanction, or support any strike, slowdown, stoppage of work, or refusal to perform customary duties. The Public Authority will not lock out members during the term of this Agreement.

Article 8 - Severability

If any provision(s) of this Agreement is declared illegal, unlawful, or unenforceable by a court of competent jurisdiction, such invalid provision(s) do not invalidate the remaining portions of this Agreement, and all remaining provisions remain in full force and effect. The parties will meet solely for the purpose of negotiating with respect to the provision that has been declared invalid or void.

Article 9 - Full Understanding

This Agreement sets forth the full and entire understanding of the parties regarding the matters set forth herein and all other matters subject to meet and confer. The parties agree that during the negotiations which culminated in this Agreement, each party had the right and opportunity to submit proposals with respect to any matter subject to bargaining not otherwise prohibited by law and that the understandings and agreements arrived at after the exercise of that right are outlined in this Agreement. Except as specifically provided herein, it is agreed and understood that each party hereto voluntarily and unqualifiedly waives its right and agrees that the other are not required to negotiate with respect to any subject or matter covered herein or with respect to any other matters within the scope of representation during the term of this Agreement.

Any agreement, alteration, understanding, waiver, or modification of any of the terms or provisions contained in this Agreement is not binding on the parties unless made and executed in writing by the parties.

Article 10 - Term

The term of this Agreement is effective September 30, 2026, through December 31, 2029.

Date: 9/28/2026

Siskiyou County IHSS

Signed by:
Cole Bray
2796180A3268489...

Cole Bray
County Administrator

Date: 9/28/2026

SEIU Local 2015

Signed by:
Kim Evon
01C89B6EB058482...

Kim Evon
Executive Vice President, SEIU 2015

Docusign Envelope ID: E0DCADF9-B037-8131-83DB-7579EFE8B54A

DocuSigned by:
A89B0EE7AF3749F...
Hayley Hudson
Deputy County Administrator
Personnel and Risk Management Officer

DocuSigned by:
CC672B2F5BE8452...
Estuardo Polanco
Region 6 Director, SEIU 2015

Signed by:
A3A76DF72AEA49A...
Amy Hippler
Public Authority Administrator for IHSS

Signed by:
A2CD9F422A75417...
Laticia Guerrero
Chief Negotiator, SEIU 2015

DocuSigned by:
4790A6511684490...
Michael W. Jarvis
Liebert Cassidy Whitmore

Signed by:
91C011F2D1804BA...
Alice Demers

Signed by:
19BC329632914DD...
Jayson Krin

Signed by:
9B3078EDE10F427...
Maria Miranda

DocuSigned by:
86D37D254B45469...
Monica Bermudez

Signed by:
4FB087542489468...
Neal Aronson