

# **MEMORANDUM OF UNDERSTANDING**

**BETWEEN THE  
SAN DIEGO COUNTY IHSS PUBLIC AUTHORITY**



**AND THE  
UNITED DOMESTIC WORKERS OF AMERICA (UDW)  
LOCAL 3930  
OF THE  
AMERICAN FEDERATION OF STATE, COUNTY AND  
MUNICIPAL EMPLOYEES (AFSCME),  
AFL-CIO**



**\*January 1, 2026 through June 30, 2028**

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**MEMORANDUM OF UNDERSTANDING  
BETWEEN THE  
SAN DIEGO COUNTY IHSS PUBLIC AUTHORITY  
AND THE  
UNITED DOMESTIC WORKERS,  
AFSCME LOCAL 3930, AFL-CIO  
  
HOME CARE WORKERS**

**JANUARY 01, 2026 – JUNE 30, 2028**

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**ARTICLE 1. PREAMBLE**

This MEMORANDUM OF UNDERSTANDING (MOU) is entered into by the San Diego County IHSS Public Authority (hereinafter referred to as “Public Authority”) and the United Domestic Workers, AFSCME LOCAL 3930, AFL-CIO (hereinafter referred to as “Union”) as a mutual recommendation to the Governing Body of wages, hours, and terms and conditions of employment which are to be in effect during the three-year period commencing from the effective date of adoption of this agreement by the Board of Supervisors following ratification of this agreement by the Union. Subject to the Board of Supervisor’s adoption, this Agreement shall be effective from 8:00 a.m. on January 01, 2026 through 5:00 p.m. on June 30, 2028 for employees in the Home Care Workers Unit referred to in Article 2, Section 1 hereof, subject to the provisions of all required implementation procedures. This agreement shall be in compliance with the Employer-Employee Relations Resolution of the Public Authority except as otherwise provided in Sections 12300 and 12301.6 of the State of California Welfare and Institutions Code, as amended. The Union and the Public Authority acknowledge that the relationship between the Public Authority and the employees in the Home Care Workers Unit, who are individual providers, is governed by state law, specifically Welfare and Institutions Code Section 12301.6, that this relationship is unique, and that the Public Authority does not employ or manage the Home Care Workers in the role of a traditional employer and that the IHSS recipients (Consumers) remain the employer for the purposes of hiring, firing, training and supervising the work of any independent provider providing services to them.

**Realignment**

If at any point, during the life of this contract, the IHSS program is realigned and the County and IHSS Public Authority no longer have financial responsibility and/or jurisdiction over the program, in which case the State of California or another entity either public or private becomes financially responsible for the San Diego IHSS Public Authority, the current Agreement between the United Domestic Workers and the San Diego IHSS Public Authority will be assigned to the new entity having financial responsibility and/or jurisdiction over the program.

## ARTICLE 1. PREAMBLE (Cont'd)

In the event the program is realigned, the County of San Diego and the San Diego IHSS Public Authority will no longer have either financial responsibility nor responsibility to administer the program. The United Domestic Workers shall be able to reopen negotiations with whichever entity is designated to negotiate on behalf of the IHSS Home Care Workers.

This Memorandum of Understanding is entered into pursuant to the Meyers-Milias-Brown Act (Government Code Section 3500 et. seq.) and Sections 12300 and 12301.6 of the State of California Welfare and Institutions Code, as amended, and has been jointly prepared by the parties.

## ARTICLE 2. UNION RIGHTS

### Section 1. Recognition

Pursuant to the provisions of the Employer-Employee Relations Resolution of the San Diego County IHSS Public Authority and applicable State law, the United Domestic Workers, AFSCME LOCAL 3930, AFL-CIO (Union) was certified on October 19, 2001 as a result of a secret ballot election as the majority representative of the Home Care Workers Unit. The Public Authority hereby recognizes the Union as the sole and exclusive representative for employees in the Home Care Workers Unit covered by this Memorandum of Understanding. The Union agrees that it has the duty to provide fair and non-discriminatory representation to all Home Care Workers (who may also be informally referred to as "Individual Providers" or "Independent Providers") covered by this MOU, regardless of whether they are members of the Union.

### Section 2. Printing of Memorandum of Understanding

Each party shall bear the per unit cost of printing and translating copies of the MOUs for distribution by the respective party to management and Home Care Workers.

### Section 3. Union Officers and Stewards

#### A. Official Representatives

The Union shall notify the Public Authority of the names of its official Representatives and changes in such Representatives. The list and updates shall be sent to the Executive Director of the Public Authority.

#### B. Stewards

The Union shall notify the Executive Director of the Public Authority of the names of Stewards selected by the Union at the beginning of the contract year and shall update the names when changes occur. It is understood that Stewards shall receive no compensation for time spent engaging in activities as a Steward.

## ARTICLE 2. UNION RIGHTS (Cont'd)

### Section 4. Dues Deduction

The union has the exclusive privilege of dues deduction for all Home Care Workers covered by this Agreement. The Public Authority will advise the State of California Controller, as the payroll agent for its IHSS Individual Providers, to deduct all authorized membership dues, fees and/or assessments as required by the Union or as voluntarily requested by the Home Care Workers. The Public Authority will assist and cooperate with the Union and the State Controller to ensure the timely deduction of said dues, fees and/or assessments and the timely and accurate reporting to the Union of all such payments made pursuant to this Agreement.

To the extent State and Public Authority data-processing systems permit, the Public Authority will provide the Union on a monthly basis with up-to-date rosters of the members of the bargaining unit including: Name, employee identification number, address, telephone number, earnings and deductions, year to date.

### Section 5. Payroll

To promote a timely and accurate payroll system, the Public Authority and the Union shall work together to identify causes and solutions to problems resulting in late, lost or inaccurate paychecks and related issues. When the causes of problems are outside the direct control of the Public Authority, the Public Authority and the Union agree to work cooperatively to create solutions by bringing the problems to the attention of the responsible agencies.

### Section 6. Direct Deposit

The Public Authority and the Union agree that the direct deposit of Home Care Worker paychecks to the financial institution of the Home Care Worker's choice is in the interest of the Home Care Worker, the Public Authority and the Union.

### Section 7. Bulletin Boards, Access and Notices

#### A. Bulletin Boards

The Public Authority will furnish for use of the Union, a bulletin board at the Public Authority office at 401 Mile of Cars Way, National City. The bulletin board space shall be used only for the following subjects:

1. Information concerning Union elections or the results thereof.
2. Reports of official business of the Union, including reports of committees of the Union's Board of Directors.
3. Union recreational, social and related news bulletins, scheduled meetings.

## ARTICLE 2. UNION RIGHTS (Cont'd)

All materials shall clearly state that it is prepared and authorized by the Union. The Union agrees that notices posted on the bulletin board shall not contain anything that may reasonably be construed as maligning the Public Authority, its staff, representatives or the Board of Supervisors.

In addition, and in an effort to provide a practical means of communicating with Home Care Workers located in outlying areas of the region, the Public Authority will work with the Union to identify other possible locations for the posting of Union bulletins.

The parties will discuss what, if any, space or links may be appropriate and any associated costs to establish a digital bulletin board with access to the UDW portal.

### B. Access of Authorized Union Representatives

The Public Authority agrees to admit to its San Diego County office, the authorized Union representative(s) for purposes of adjusting grievances and conducting other legitimate, appropriate Union business related to enforcing and monitoring this agreement, provided that the Union representative has first contacted an official of the Public Authority and secured their approval to enter the office. The Union shall notify the Public Authority of the names of its authorized representatives and access shall be limited to these persons.

### C. Notices

The Public Authority will consider requests by the Union for inclusion of official Union notices in Public Authority mailings to Home Care Workers. Sufficient copies of the Union notice requested for inclusion in the mailing must be provided at least ten (10) days in advance. The Public Authority shall determine if the format of the requested Union notice is compatible with the Public Authority's mailing. The Union shall reimburse the Public Authority for any incremental costs associated with the inclusion of the Union notices.

## ARTICLE 3. PUBLIC AUTHORITY RIGHTS

### Section 1. Public Authority Rights

Unless otherwise specified in this Memorandum of Understanding, the Public Authority retains exclusive right to determine the merits, necessity or organization of any service or activity and to determine the methods, means and personnel by which its operations are to be conducted; to determine its mission, and that of any constituent subsections, committees, and other related work groups, to add or delete names of Home Care Workers to and from the registry; and to take all necessary actions to carry out its mission in emergencies.

## ARTICLE 3. PUBLIC AUTHORITY RIGHTS (Cont'd)

### Section 2. Liability of Public Authority

The Public Authority is an independent legal entity, separate and apart from the County of San Diego. The Public Authority has no power to bind the County to any contractual or legal obligations. Nor may the obligees of the Public Authority seek recourse against the County of San Diego for any financial or legal obligation of the Public Authority.

### Section 3. Past Practices

Continuance of working conditions and practices not specifically authorized by resolution of the Public Authority is not guaranteed by this Memorandum of Understanding.

### Section 4. Emergency

Nothing herein shall limit the authority of the Public Authority to make necessary changes to carry out its operations during an emergency. The Public Authority shall notify the Union of the nature of the emergency and of any necessary changes as soon as possible. "Emergency" is defined as an unforeseen event caused by forces beyond the control of the Public Authority, involving a reasonable likelihood that harm would be experienced unless immediate action is taken. Emergency action under this Article shall not extend beyond the period of the emergency. The Union shall be notified as soon as the emergency is resolved.

## ARTICLE 4. CONSUMER RIGHTS AND CONFIDENTIALITY

### Section 1. Consumer Rights

Consumers have the sole and undisputed right to hire, train and supervise the work of any Home Care Worker and to terminate any Home Care Worker without cause and without notice. Consumers shall retain their right to direct services rendered by the Home Care Worker as set forth in the Welfare and Institutions Code.

### Section 2. Information Regarding Consumers

The Union shall neither seek nor receive information from the Public Authority regarding the name, address, phone number, or any other personal information regarding consumers. Union representatives and Home Care Workers shall maintain strict standards of confidentiality regarding consumers and shall not disclose personal information pertaining to consumers obtained from any source unless the disclosure is compelled by the legal process or otherwise required by law. The consumer may consent to limited disclosure of information described herein and such consent may be withdrawn at any time and for any reason.

### Section 3. Union Access/Home Visits



#### ARTICLE 4. CONSUMER RIGHTS AND CONFIDENTIALITY (Cont'd)

Union representatives shall not conduct Union business, including business related to enforcement of this Agreement, at the home of the consumer. However, Union representatives have the right to contact Home Care Workers at the addresses provided to them. In certain instances, the Union representatives may inadvertently visit a consumer's home, having been given the consumer's address as that of the Home Care Worker. Under such circumstances, the Union representative may speak with the Home Care Worker only after explaining the purpose of the visit and after having received permission from both the consumer and the Home Care Worker to either (1) to make an appointment for a meeting at another location and/or time; or (2) to continue with a meeting. The time spent in any such meeting shall not be counted as work time.

#### ARTICLE 5. WAGES

- A.
  - 1. The base wage for Providers shall be the State minimum wage.
  - 2. Effective no sooner than March 1, 2026, and upon Union Ratification, approval by the Board of Supervisors as Governing Body of the Public Authority and State approval, the Public Authority will increase the supplement to base wage an additional \$1.00 for a total supplement of \$3.50 per hour. The cost of the supplement will be added to the County's Maintenance of Effort (MOE) on a permanent basis, but will not be compounded for subsequent increases not locally negotiated.
  - 3. Effective no sooner than March 1, 2027, the Public Authority will increase the supplement to base wage an additional \$1.00 for a total supplement of \$4.50 per hour. The cost of the supplement will be added to the County's Maintenance of Effort (MOE) on a permanent basis, but will not be compounded for subsequent increases not locally negotiated.
  - 4. Supplemental wage increases are contingent upon and shall not be effective until the State completes the required programming of the CMIPS to reflect such wage increase.
- B. If the State approves an amount less than the full funding, the County's financial contribution is capped at a level determined by the current state/federal/county shares of IHSS provider wages. Should the State and/or Federal sharing ratio of the IHSS wages be reduced, then the County's overall contribution will not increase, rather the IHSS Home Care Worker wages will be adjusted to reflect the reduced State and/or Federal contribution.
- C. The wage increase shall be effective on the first of the month following completion of all of the above conditions.
- D. It is also understood and agreed that the implementation of any new Public Authority rate may involve delays caused by County or State approvals, or by State

## ARTICLE 5. WAGES (Cont'd)

payroll issues, none of which are within the control of the Public Authority. Once agreement is reached, the Public Authority will make best efforts to submit the rate change request to the State in sufficient time for the increase to take effect when desired.

## ARTICLE 6. UNION TRUST FUND

### Health Insurance

The Public Authority agrees in the concept of a Union Health Care Trust Fund for the sole purpose of providing health benefit programs to eligible individual providers covered under the MOU. The Union shall operate the Trust Fund and health care related benefits programs in accordance with all applicable Federal and/or State laws. Funds in the Trust shall not be co-mingled with Union funds.

The Public Authority shall have no responsibility for administering health benefits. The Union shall be solely responsible for the provision of health benefits and the administration of the health benefit programs for providers.

The Trust shall be funded at \$.60 per paid IHSS hour for the term of this agreement, payable in monthly installments.

The Public Authority's contribution towards the Trust for health benefits shall continue only to the extent that state funding equals or exceeds that currently authorized in the Welfare and Institutions Code. The Public Authority shall not be obligated to provide money to the Trust for health benefit contributions should the State contribution be reduced or eliminated for any reason.

It is recognized and agreed that the County is not a party to the Trust and is under no obligation to increase appropriations.

### Life Insurance

The Life Insurance will be administered through the UDW Trust. The Public Authority will fund the benefit by providing to the UDW Trust at the rate of \$0.03 per paid IHSS hour, payable in monthly installments. This will be effective no sooner than January 1, 2023 and upon State approval of the Non-Health Benefit life insurance rate to include federal and State funding participation.

### PPE Supplies

Effective no sooner than January 1, 2026 and upon State approval of the Non-Health Benefit job related safety equipment rate to include federal and State funding participation, the Public Authority shall provide to the UDW trust a flat rate of \$100,000 for job related safety equipment, including but not limited to: exam gloves, disinfectant

## ARTICLE 6. UNION TRUST FUND (Cont'd)

wipes, masks, hand sanitizers and other medical supplies, at no cost to Providers annually each calendar year.

### Transportation

Effective no sooner than January 1, 2026 and upon State approval of the Non-Health Benefit job related safety equipment rate to include federal and State funding participation,, the Public Authority shall provide to the UDW trust up to \$250,000 for distribution to providers to cover the costs of transportation passes annually each calendar year.

### Metropolitan Transit System (MTS) passes

Annually each calendar year, the Public Authority shall provide to the UDW trust up to \$166,667 for distribution of Metropolitan Transit System (MTS) passes to providers to cover the costs of transportation passes. This will be effective no sooner than January 1, 2026 and upon State approval of the Non-Health Benefit transportation rate to include federal and State funding participation.

### Union Education

Consistent with Welfare & Institutions Code § 12301.24, representatives of United Domestic Workers shall be given the opportunity to present information to prospective IHSS providers at the time of their mandatory orientation, trainings, timesheet assistance and advocacy. To facilitate the ability of IHSS providers to participate in the listed union services as a UDW representative, the San Diego County Public Authority (Public Authority) shall provide to the United Domestic Workers (UDW) trust an amount up to \$23,040 each calendar year to be used towards UDW's costs in compensating IHSS providers for services provided as a UDW representative among other education opportunities. The Public Authority and UDW agree that neither the Public Authority nor County are the employer of IHSS providers who are hired or retained by UDW to perform organizational activities. UDW shall determine and administer the compensation of IHSS providers for their duties as a UDW representative and is responsible for any and all wage statements, payroll related taxes, income reporting and other employer obligations.

UDW shall submit wage and hour statements detailing the names of the IHSS providers who provided services as a representative of UDW, the dates and number of hours worked for which they were compensated, and the amount of compensation paid. Funds will be allocated to the trust based upon supporting documentation provided up to the amount of \$23,040 each calendar year.

UDW will indemnify, defend, and hold harmless the Public Authority from any loss, liability, or cause of action arising out of this program.

### Trust Fund Reports:

## ARTICLE 6. UNION TRUST FUND (Cont'd)

Quarterly, or upon written request, the United Domestic Workers will provide to the County of San Diego IHSS Public Authority a copy of the Trust Fund financial report. The financial report shall include the actual costs of the health benefit and life insurance plan premiums, member contributions towards medical and life insurance, eligible provider participation level, rate increases by insurance carriers, distributions made to IHSS providers for supplies and transportation a summary of remaining fund expenditures, and the beginning and ending cash balance of the fund. Additionally, once each year, upon written request, the Public Authority will be allowed to perform a full financial audit of the Union Trust Fund at no cost to the union.

### Indemnification:

The Union shall indemnify and hold the County of San Diego IHSS Public Authority and the County of San Diego harmless from any claims or legal actions brought under this agreement.

### Termination of Payments:

In the event the trust created to provide health benefits life insurance, and/or payments for supplies and transportation terminates, or otherwise fails to provide the health benefits as set forth in this Article and the Trust agreement, the Public Authority's obligation to make funding contributions to the Trust shall cease. UDW shall notify the Public Authority in writing within three (3) calendar days of any action or proposed action to terminate the trust or to eliminate one or more benefits provided by the Trust.

## ARTICLE 7. GRIEVANCE PROCEDURE

### A. Definition

This procedure shall be applied in resolving grievances filed by Home Care Workers covered by this Agreement during the term of this Agreement. A grievance is defined as an allegation by a Home Care Worker, group of Home Care Workers or the Union representing a named grievant or grievants, that the Public Authority has failed to provide a condition of employment that is established by this Agreement.

Participation in the grievance procedure in any capacity shall be solely on the Home Care Worker's own time and shall not be treated as within any IHSS consumer's allocated service hours, or as paid time.

The Union may represent the grieving party at any stage of the grievance process.

This grievance procedure shall not apply to matters:

1. Over which the Public Authority has final jurisdiction;

## ARTICLE 7. GRIEVANCE PROCEDURE (Cont'd)

2. Covered by the Employer-Employee Relations Resolution;
3. Concerning Consumer's Rights;
4. Concerning any other subjects, unless the subject is covered by the expressed terms of this Agreement that relate specifically to wages, hours and other terms and conditions of employment.

### B. Timeliness

A grievance shall be void unless filed in writing within thirty (30) calendar days from the date upon which the Public Authority is alleged to have failed to provide a condition of employment that has been established by this Agreement, or within thirty (30) calendar days from the time the Home Care Worker became aware of the alleged failure.

### C. Grievance Procedure Steps

All grievances shall be processed in the following manner.

Prior to filing a grievance in writing the Home Care Worker and a representative of the Public Authority will attempt to resolve the problem informally.

All grievances must be set forth in writing on a grievance form supplied by the Public Authority citing the alleged violation of the Agreement, and identifying the specific article and section of the Agreement that the Public Authority is alleged to have violated and shall specify the remedy sought.

#### Step 1: Deputy Director

If the grievance is not settled informally as between the Home Care Worker/grievant and the representative of the Public Authority, it shall be reduced to writing and submitted to the Deputy Director of the Public Authority or designee.

The Deputy Director or designee shall respond in writing to the grievance within then (10) calendar days from receipt of the written grievance.

#### Step 2: Executive Director

If the grievance is not settled at Step 1, the grievant may submit the grievance within ten (10) calendar days of receipt of the decision at Step 1 to the Executive Director of the Public Authority.

If the grievant requests a meeting with the Executive Director, such meeting the Executive Director or designee, shall take place within ten (10) calendar days after

## ARTICLE 7. GRIEVANCE PROCEDURE (Cont'd)

receipt of the Step 2 written response by the Public Authority, or at a time mutually agreed to by the parties.

The Executive Director or designee shall respond to the grievance within ten (10) calendar days of the receipt of the written grievance or from the date of the meeting with the grievant, whichever is later.

### Step 3: Mediation

If the grievance is not settled at Step 2, the parties shall utilize mediation to attempt to resolve the dispute at issue. The parties shall request an impartial mediator from the State Mediation and Conciliation Service to meet with the parties to attempt to resolve the grievance within twenty (20) calendar days after completion of Step 2 or at a time mutually agreed to by the parties. The costs of mediation, if any, shall be shared equally by the parties.

### Step 4: Arbitration

In the event the grievance is not resolved by mediation, the grievance may be submitted to arbitration. No grievance may proceed to arbitration unless and until it has been submitted to Step 3 of this grievance procedure.

The grievant may request that the grievance be referred to an impartial arbitrator who shall be designated by the parties. The request to proceed to arbitration must be filed in writing within fifteen (15) calendar days upon completion of Step 3 of this grievance procedure.

#### D. Selection of the Arbitrator

The parties may mutually agree to an arbitrator or may request a list of seven (7) arbitrators from the State Mediation and Conciliation Service. The parties shall alternately strike names from the list until one (1) arbitrator's name remains.

If an arbitrator selected declines appointment or is otherwise unavailable, a new list shall be requested, and the selection shall be made as above, unless an arbitrator is mutually agreed upon by the parties.

#### E. Duty of Arbitrator

It shall be the duty of the arbitrator to hear and consider evidence submitted by the parties and to thereafter make written findings of fact and a disposition of the grievance which shall be final and binding. The decision of the arbitrator shall be based solely on the interpretation of the appropriate provisions of the Agreement applicable to the grievance. The arbitrator shall have no authority to add to, subtract from, modify or disregard any of the terms and conditions of this

## ARTICLE 7. GRIEVANCE PROCEDURE (Cont'd)

Agreement. The arbitrator shall limit their decision to the application and interpretation of the provisions of this Agreement.

### F. Payment of Costs

The fees and expenses of the arbitrator shall be shared equally between the grievant and the Public Authority. Each party shall bear its own costs of representation including preparation of post-hearing briefs, if required. In the event a party chooses to have a court reporter present, the requesting party shall bear the cost.

### G. Effect of Failure of Timely Action

Failure of the Home Care Worker/grievant to file an appeal within the required time period at any step shall constitute an abandonment of the grievance. Failure of the Public Authority to respond within the time limit at any step shall result in an automatic advancement of the grievance to the next step.

## ARTICLE 8. REGISTRY

- A. It is recognized that one of the primary missions of the Public Authority is assuring a registry service to facilitate the referral of Home Care Workers for Consumers.

The Public Authority retains the exclusive right to list, refer with or without comment, suspend, or remove an individual Home Care Worker from the Registry.

### B. Appeal Process

The Home Care Worker will receive written notice from the Public Authority upon a decision to suspend or remove an individual Home Care Worker from the Registry. A copy of the written notice will be sent to the Union. The Union or the Home Care Worker may file a written appeal for such suspension or removal from the registry to the Deputy Director of the Public Authority within ten (10) calendar days after receipt of the notice of the decision.

The appeal process is only applicable to Home Care Workers employed by IHSS Consumers. Those individuals desiring to be placed on the Registry but who have not yet been employed by a Consumer are not eligible to utilize the appellate process.

## ARTICLE 9. LABOR-MANAGEMENT COMMITTEE

- A. The Public Authority and the Union recognize the importance of maintaining a cooperative relationship in order to help fulfill the mission of the IHSS program and

## ARTICLE 9. LABOR-MANAGEMENT COMMITTEE (Cont'd)

provide quality, reliable care to all clients/consumers. The parties recognize their mutual responsibility to address matters that could affect this goal.

- B. The Public Authority and the Union shall establish a Labor-Management Committee. The purpose of the Committee shall be to work cooperatively to address matters affecting the relationship between the parties and to develop measures to improve client care the IHSS program. The committee shall not engage in negotiations or consider matters properly subject of a grievance.

C. Committee Composition and Procedures

1. The Committee shall be composed of up to eight (8) Union representatives and up to eight (8) Public Authority representatives.
2. The Committee will be co-chaired by one of the Union employees and one of the Public Authority representatives.
3. The Committee may meet quarterly, or as frequently as agreed to by the parties, but shall meet no less than twice per calendar year.
4. Minutes will be prepared by the Public Authority and the Union, with alternating responsibility, within thirty (30) days of each meeting.
5. The Public Authority and the Union will respond to each item within thirty (30) days of receipt of the minutes or as agreed to by the parties.
6. Home Care Worker Committee members serve on a voluntary basis and will receive no remuneration from the Public Authority for their participation.

- D. The County and UDW will meet to discuss the potential of the cooperative purchasing of goods and services. The first meeting shall be scheduled no later than 90 days after approval of this MOU to explore purchasing discounted transportation passes or wellness services for IHSS providers.

- E. The County and UDW will meet to conduct a comprehensive analysis of California and San Diego specific matters related to home care for seniors and people with disabilities. The goals would be to identify and evaluate annual data and policies related to caregiving as well as opportunities for collaboration between UDW and the County on potential policies and legislation that could assist in the recruitment and retention of homecare providers.

1. Production, design and deployment of 12 ads and caregiver testimonials on County Television Network related to recruitment of new IHSS caregivers.
2. Production, design and deployment of 12 ads on County social media accounts related to recruitment of new IHSS Caregivers.



## ARTICLE 9. LABOR-MANAGEMENT COMMITTEE (Cont'd)

3. Inclusion of "Caregiver resources" under the popular services section on the Home page of the County of San Diego website. Also, add Caregiver under the C section of the directory.
4. Collaboration with the County's Health Promotion team to identify activities and programs offered including Feeling Fit, Yoga, Tai Chi, Healthier Living, at no cost that UDW can promote to IHSS caregivers and their clients. The first meeting shall be scheduled no later than 3 months after Board adoption.
  - These programs are already available to older adults living in San Diego County at no cost. Lists of classes are available on the County's Aging & Independence Services' (AIS) website or can be accessed by calling the AIS Call Center at 800-339-4661.
5. Collaboration with the County's Aging and Independent Services department to identify nutritional centers that provide no cost hot lunches and transportation (at some locations) to qualified seniors over 60 years old. The first meeting shall be scheduled no later than 3 months after Board adoption.
6. Collaboration with the County's Technology office and IHSS to identify potential areas for innovation related to connectivity opportunities related to all things related to caregiving.

## ARTICLE 10. TRAINING AND ORIENTATION

### Training

The Union and the Public Authority agree to mutual efforts to provide training programs that enrich the skills base of the Home Care Workers. The Public Authority shall seek and give consideration to the Union's input for the purpose of developing and implementing training programs for Home Care Workers. Subjects to be considered for training sessions may include, but are not limited to: First Aid, CPR and payroll procedures. Training may be voluntary and unpaid. Annually each calendar year, the Public Authority shall provide to the UDW trust a flat rate of \$100,000 for training of providers.

### Orientation

The union shall be permitted to make a presentation of up to 30 minutes at the beginning of mandatory provider orientation or as determined by the Public Authority and the union. The Public Authority will provide reasonable notice to the union of scheduled provider

## ARTICLE 10. TRAINING AND ORIENTATION (Cont'd)

orientations. The union will provide reasonable advanced notice to the Public Authority of the names of representatives who will speak on behalf of the union at each orientation.

## ARTICLE 11. GENERAL PROVISIONS

### Section 1. No Discrimination

In receiving the rights afforded by this agreement, and in accordance with applicable law, no person shall in any way be favored or discriminated against because of race, religion, age, gender, sexual preference, national origin, marital status or disability. Neither the Public Authority nor the Union shall interfere with, intimidate, restrain, coerce or discriminate against any Home Care Worker in their choice to participate in or join, or refuse to participate in or join, the Union.

### Section 2. Agreement, Modification and Waiver

#### A. Sole and Entire Agreement

This agreement, together with any appendices and/or side letters, concludes all collective bargaining between the parties and constitutes the sole and entire agreement between the parties and supersedes any prior agreements or understandings, oral or written, or practices by the Public Authority with regard to the Home Care Workers unit.

The parties acknowledge that during the negotiations that resulted in this agreement, each had the unlimited right and opportunity to submit proposals with respect to any subject matter not otherwise prohibited by law and that the agreement reached by the parties following the exercise of that right and opportunity is set forth in this Memorandum of Understanding.

#### B. Modification

No agreement, alteration, understanding, variation, waiver or modification of any of the provisions contained herein shall in any manner be binding upon the parties hereto unless made and executed in writing by all parties hereto and, if required, approved by the Governing Body of the Public Authority.

#### C. Waiver

The waiver of any breach, term or condition of this agreement by either party shall not constitute a precedent in the future enforcement of all its terms and provisions.

### Section 3. Provisions of Law

This agreement is subject to all current and future applicable Federal, State and local laws, regulations and the Employer-Employee Relations Resolution of the Public

## ARTICLE 11. GENERAL PROVISIONS (Cont'd)

Authority. All ordinances, rules and regulations enacted by the Governing Body of the Public Authority shall be subject to the appropriate revisions, amendments and deletions necessary to conform to the purpose, intent and application of the provisions of this Agreement. If any part or provision of this Agreement is in conflict or inconsistent with such applicable provisions of Federal, State or local laws or regulations, or is otherwise held to be invalid or unenforceable, such part or provision shall be suspended and superseded by such applicable law or regulation and the remainder of this Agreement shall remain in full force and effect. If any Article, part or provision of this Agreement will operate to withhold or prohibit the receipt of any State or Federal funds, such Article, part or provision shall be suspended to the extent that the Article, part or provision operates to withhold or prohibit the receipt of such funds. In such a case, the Public Authority and the Union will meet and confer to discuss alternative proposals submitted by either party.

### Section 4. No Strike, No Lockout

The unimpaired continuation of In-Home Supportive Services is of paramount importance to County residents and, specifically to the recipients of home care services. Therefore, neither the Union nor the Home Care Workers covered by this agreement shall authorize, sanction or support any strike, slowdown or stoppage of work, or refusal to perform customary duties. In addition, the Public Authority shall not lock out Home Care Workers covered by this agreement. This provision shall continue in full force and effect for the term of this agreement and for a minimum of one (1) year beyond the term of this agreement.

### Section 5. Unique Nature of Services

The Public Authority and the Union recognize and appreciate the unique nature of the services rendered by Home Care Workers, who provide valued services to Consumers on an as-needed basis, without regard to the time of day, day of the week, or month of the year.

The unique nature of the work and the special relationship between the Consumer and the Home Care Worker prevents the establishment of a traditional workday and week.

The special relationship between the Home Care Worker and the Consumer transcends the traditional definition of "employer and employee" and is deserving of the parties' sincere respect and appreciation.

### Section 6. Term

- A. The MOU between the San Diego Public Authority and the UDWA shall be effective January 1, 2026, or on the date the MOU is adopted by the Board of Supervisors, whichever occurs later, and shall expire June 30, 2028.
- B. California In-Home Supportive Services Authority


## ARTICLE 11. GENERAL PROVISIONS (Cont'd)

In the event the California In-Home Supportive Services (Statewide Authority) becomes the Employer for collective bargaining purposes for IHSS workers prior to the expiration of this MOU, the Union may request to reopen the MOU at any time after the State is determined to be the Authority. The parties understand the Union may only reopen the MOU under this provision if it is determined that the San Diego County IHSS Public Authority no longer has any further responsibility as the employer of IHSS workers for collective bargaining purposes.

**Please see next 2 pages for signatures.**

Jointly submitted and recommended on this 9th day of December, 2025.

FOR THE SAN DIEGO COUNTY  
IHSS/PUBLIC AUTHORITY:



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Kenneth Weidmann  
Sr. Labor Relations Officer  
County of San Diego



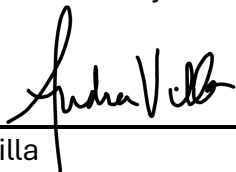
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Thomas Johnson  
Executive Director  
IHSS Public Authority



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Meredith McCarthy  
Deputy Director  
IHSS Public Authority



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Andrea Villa  
Deputy Director  
IHSS Public Authority

FOR THE UNITED DOMESTIC WORKERS,  
AFSCME LOCAL 3930, AFL-CIO:



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Doug Moore  
UDW Executive Director



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Astrid Zuniga  
UDW President



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Yesenia DeCausus  
Chief Negotiator



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Trang Pham  
UDW Regional Manager



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Caroline Rousset Johnson  
UDW IHSS Provider



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Ethel M Larkins  
UDW IHSS Provider



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Pedro J Williams Sr  
UDW IHSS Provider



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Robert C Bittle  
UDW IHSS Provider



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Sabrina Bishop  
UDW IHSS Provider