

DEAL POINTS
FOR A SUCCESSOR MEMORANDUM OF UNDERSTANDING BETWEEN
THE COUNTY OF ORANGE
AND
THE ORANGE COUNTY IHSS PUBLIC AUTHORITY
AND
THE UNITED DOMESTIC WORKERS OF AMERICA, AFSCME LOCAL 3930
FOR
THE IN-HOME SUPPORTIVE SERVICES (IHSS) PROVIDER UNIT

August 13, 2026

1. Article 15. General Provisions - Section 6. Contract Term

This Agreement between the Orange County Public Authority and the UDW shall be in effect July 1, 2026, through June 30, 2028.

2. Article 9. Wages - Section 1. Wages

Effective upon Union Ratification, County Board of Supervisors and State approval, the Public Authority will supplement the base wage outlined in Sections 1.A., 1.B., 1.C., and 1.D. above at an additional \$0.50 per hour, making the total supplemental wage \$2.50 per hour. The increase will be pursuant to the terms of the Welfare and Institutions Code § 12306.1. The cost of the Wage 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.

Effective November 1, 2027, the Public Authority will supplement the base wage outlined in Sections 1.A., 1.B., 1.C., 1.D., and 1.E. above at an additional \$0.45 per hour, making the total supplemental wage \$2.95 per hour. The increase will be pursuant to the terms of the Welfare and Institutions Code § 12306.1. The cost of the Wage 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. Article 10. Health Insurance - Section 2. Funding of the Trust Fund

Effective upon Union Ratification, County Board of Supervisors and State approval, the Public Authority will fund the trust as follows: an additional Ten-Cents (\$0.10) per hour, making the total Eighty-Six-Cents (\$0.86), will be paid into the trust fund for all Orange County IHSS Provider hours worked each month during the remainder of this contract.

Effective November 1, 2027, the Public Authority will fund the trust as follows: an additional Ten-Cents (\$0.10) per hour, making the total Ninety-Six-Cents (\$0.96), will be paid into the trust fund for all Orange County IHSS Provider hours worked each month during the remainder of this contract.

4. Article 2. Union Rights - Section 5. Union Stewards

Upon UDW request, the Public Authority shall reimburse UDW for an amount equal to certain expenses that UDW incurred to retain the use of five (5) Union Stewards, or designees, during MOU negotiations or in preparation for MOU negotiations. To obtain reimbursement, UDW shall bill the Public Authority on a monthly basis for an amount equal to the base hourly wage of the providers multiplied by the number of hours that the identified Union Stewards assisted in MOU negotiations or preparations, not to exceed fifty (50) total hours in any month for all Union Stewards, or designees, combined. UDW shall seek reimbursement only for Union Steward hours which are directly related to MOU negotiations or preparation for such negotiations, and only for hours which fall between the period beginning upon UDW's request to bargain a successor MOU, but no sooner than one hundred fifty (150) days prior to expiration of the existing MOU and ending with the Board of Supervisor's ratification of the MOU. Nothing in this section shall be interpreted to mean that Union Stewards are Public Authority or County employees or providing services to the Public Authority or County during the hours described in this paragraph.

5. Article 7. Orientation and Training

The Public Authority and UDW agree to establish a working group during the term of this contract, to discuss opportunities for new training options and categories.

6. Article 11. Supplies

Effective upon Union Ratification, County Board of Supervisors and State approval, the Public Authority shall purchase Personal Protective Equipment (PPE) that is reimbursable by the State. The Public Authority shall fund supplies up to \$100,000 per fiscal year during the term of this MOU. The parties shall work collaboratively at the LMC meetings to determine what supplies are needed, where they will be stored and who will distribute them.

7. Article 12. Transportation

The Public Authority and UDW agree to continue a working group during the term of this contract only, to discuss existing opportunities for discounted transportation passes available to Providers and new opportunities for discounted transportation passes.

8. Miscellaneous

All other MOU language remains status quo.

The signatures below indicate the parties have reached a tentative agreement on the foregoing subjects. This is an abbreviated version of the tentative agreement agreed to by the parties. This document does not

and is not intended to set out the tentative agreements agreed upon in their entirety and does not supersede previously agreed-upon tentative agreements. Final agreement is dependent upon drafting of specific contract language and ratification by UDWA and adoption by the County's Board of Supervisors and State of California.

FOR THE UNITED DOMESTIC
WORKERS OF AMERICA



Yesenia Decasaus Date
Chief Negotiator, UDWA 8/13/26

FOR THE COUNTY OF ORANGE



Gabriel Bowne Date
Chief Negotiator, County of Orange 8/13/26