



## SUPPLEMENTAL AGENDA ITEM AGENDA STAFF REPORT

Control: 26001709

**MEETING DATE:** 08/25/2026

**LEGAL ENTITY TAKING ACTION:** Board of Supervisors and the OC In-Home Supportive Services Public Authority

**BOARD OF SUPERVISORS DISTRICT(S):** All Districts

**SUBMITTING AGENCY/DEPARTMENT:** County Executive Office

**DEPARTMENT CONTACT PERSON(S):** Jamie Newton, 714-834-2836  
Hetal Patel, 714-834-2247

**REASON ITEM IS SUPPLEMENTAL:** Agendizing this supplemental item for August 25, 2026 Board Hearing will allow for the discussion of a proposed tentative employment agreement with the United Domestic Workers of America.

**JUSTIFICATION:** Board action is needed to approve the proposed tentative employment agreement with the United Domestic Workers of America. This agenda report was finalized after the filing deadline of the Clerk of the Board.

**SUBJECT:** Approve 2026-2028 MOU with United Domestic Workers of America

| CEO CONCUR | COUNTY COUNSEL REVIEW      | CLERK OF THE BOARD                   |
|------------|----------------------------|--------------------------------------|
| Concur     | Approve resolution to form | DISCUSSION<br>3 Votes Board Majority |

|                                               |                                                        |                                                  |
|-----------------------------------------------|--------------------------------------------------------|--------------------------------------------------|
| <b>Budgeted:</b> See Financial Impact Section | <b>Current Year Cost:</b> See Financial Impact Section | <b>Annual Cost:</b> See Financial Impact Section |
| <b>Staffing Impact:</b> No                    |                                                        | <b>Sole Source:</b> No                           |
| <b>Current Fiscal Year Revenue:</b> N/A       | <b>Funding Source:</b> See Financial Impact Section    | <b>County Audit in Last 3 years:</b> No          |
| <b>Levine Act Review Completed?</b> N/A       |                                                        |                                                  |
| <b>Prior Board Action:</b> N/A                |                                                        |                                                  |

### RECOMMENDED ACTION(S):

1. Approve and adopt the attached 2026-2028 Memorandum of Understanding between the Orange County In-Home Supportive Services Public Authority and the United Domestic Workers of America/AFSCME Local 3930 for the period of July 1, 2026, to June 30, 2028.
2. Authorize County Executive Officer or designee to execute attached 2026-2028 Memorandum of Understanding between the Orange County In-Home Supportive Services Public Authority and the United Domestic Workers of America/AFSCME Local 3930 for the period of July 1, 2026, to June 30, 2028.

**SUMMARY:**

Approval and adoption of the 2026-2028 Memorandum of Understanding between the County of Orange and the United Domestic Workers of America/AFSCME Local 3930, for the In-Home Supportive Services Provider Unit will ratify the terms and conditions of employment.

**BACKGROUND INFORMATION:**

In-Home Supportive Services (IHSS) provides domestic services, personal care, protective supervision and paramedical services to individuals 65 years of age or older and to blind or disabled individuals of any age in their own homes. The purpose of the program is to allow eligible individuals to live safely at home rather than in costly and less desirable out-of-home facilities. The IHSS program is operated in accordance with the requirements of the Welfare and Institutions Codes as well as regulations and directives issued by the California Department of Social Services, the California Department of Health Services and the federal Center for Medicaid and Medicare Services. As of July 2026, there are 49,637 IHSS Recipient cases with paid hours and 45,219 Providers with paid hours. While IHSS Providers are not County employees, the Board of Supervisors (Board) is the Governing Body of the Orange County IHSS Public Authority, which is the employer of record for collective bargaining purposes.

Following over six months of good faith negotiations, the parties reached a tentative agreement on August 13, 2026, regarding the proposed Memorandum of Understanding (MOU) under consideration by your honorable Board. It is anticipated the membership of the United Domestic Workers of America will ratify the proposed agreement by August 21, 2026.

A summary of the significant deal points in the 2026-2028 MOU include:

**Term**

July 1, 2026, through June 30, 2028.

**Wages**

Effective upon Union Ratification, County Board of Supervisors and State approval, the Public Authority will supplement the base wage 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 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.

**Health Insurance - Trust Fund Contribution**

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.

### **Union Stewards**

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.

### **Supplies**

Effective upon Union Ratification, County Board of Supervisors and State approval, the Public Authority shall increase the purchase of Personal Protective Equipment (PPE) that is reimbursable by the State from \$30,000 to \$100,000 per fiscal year during the term of this MOU.

### **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.

### **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.

### **FINANCIAL IMPACT:**

The estimated total cost incurred over the term of the MOU is \$11.8 million, all of which is Net County Cost (NCC). Of this amount, \$2.8 million (\$2.8 million NCC) is estimated to occur in FY 2026-27, with the remaining \$9.0 million occurring in FY 2027-28.

This represents the County's estimated increase in the In-Home Supportive Services Maintenance of Effort over the term of the MOU.

### **STAFFING IMPACT:**

N/A

### **REVIEWING AGENCIES/DEPARTMENTS:**

N/A

### **ATTACHMENTS:**

Attachment A - IHSS 2026-2028 MOU

Attachment B - Redline IHSS 2026-2028 MOU

Attachment C - IHSS Final TA and Deal Points 8.13.26