

MEMORANDUM OF AGREEMENT

Dauphin County, Commonwealth of Pennsylvania ("County") and Service Employees International Union, Local 668, PSSU representing Dauphin County Mental Health, Autism, and Development Programs ("SEIU") have agreed to the following Memorandum of Agreement ("Agreement") regarding staffing challenges.

WHEREAS, there current Collective Bargaining Agreement between SEIU and the County, dated April 5, 2023, established the terms and conditions of employment for bargaining unit employees during the period January 1, 2023, through December 31, 2026 ("CBA").

WHEREAS, Crisis Intervention Services in the Dauphin County Mental Health/Autism/Development Programs has experienced certain staffing challenges,

WHEREAS, certain practices developed with regard to the Crisis Intervention Caseworkers receiving Doubletime pay (2x their current hourly rate) for covering certain uncovered hours

WHEREAS, the County and the SEIU wish to enter into an agreement to formalize and commit to writing these practices to eliminate certain ambiguities that presently exist.

NOW, THEREFORE, in consideration of the mutual agreements and covenants set forth below, and intending to be legally bound, the County and SEIU agree as follows:

1. Crisis Caseworkers will continue to be assigned a shift at the time of hire but owing to operational needs may be scheduled for alternative shifts that deviates from the assigned shift.
2. The County then creates a unified departmental schedule ensuring that there are no uncovered shifts.
3. For those shifts that do not have adequate or minimum coverage, volunteers are solicited from within the bargaining unit and volunteers accepting these shifts are paid Doubletime pay (2x their current hourly rate) for accepting this coverage.
4. Should there be inadequate coverage on a shift after the initial unified departmental schedule is published and volunteers from within the bargaining unit are solicited to provide this coverage, the County will supplement coverage from certain qualified non-bargaining unit members to ensure coverage for the Crisis Intervention 24-hour emergency mental health service as required by law.
5. The County reserves the right to solicit volunteers from those individuals presently employed within the County who have previous Crisis Caseworker experience, qualifications, and training as well as those within the Human Service Departments that meets all appropriate qualifications and received appropriate training required to assist in supplementing coverage with the understanding that all bargaining unit work is offered first to bargaining unit members in accordance with the above. At no time will the County offer shift coverage to a non-bargaining unit volunteer, unless that shift coverage was first offered to bargaining unit members at the above incentivized Doubletime rate.

6. At such time that there is no longer a staffing challenge within Crisis Intervention Services resulting in the need for voluntary overtime to meet adequate or minimum required coverages OR upon sixty (60) days' notice from the County, this Agreement will expire and become non-operative.
7. This Memorandum of Agreement shall not set precedent nor prejudice the rights of either party with respect to any other bargaining unit or any other matter not expressly addressed herein.

Accepted by:



Alex Ciotti
SEIU Local 668

6/17/24

Date




George P. Hartwick, III, Chairman

Date



Justin Douglas, Vice Chairman

Date



Mike Pries, Secretary

Date



Vincent L. Paese, Chief Clerk

Date