AGENDA SHORT TITLE: Amending the Memorandum of Understanding between the County of Sonoma and the Service Employees' International Union, Local 1021.

REQUESTED BOARD ACTION: Adopt concurrent resolution amending the 2010 to 2012 Memorandum of Understanding (M.O.U.) between the County of Sonoma and the Service Employees' International Union, Local 1021 (S.E.I.U.) to include discipline and layoff language for S.E.I.U. represented employees of the Sonoma County Agricultural Preservation and Open Space District (District).

CURRENT FISCAL YEAR FINANCIAL IMPACT - None.

Explanation (if required): None.

Prior Board Action: July 13, 2010, Board approved S.E.I.U. M.O.U.

Alternatives – Results of Non-Approval: S.E.I.U. M.O.U. will not include language for layoff and discipline for represented District employees.
Background: In 2010, the County and S.E.I.U. reached agreement on an M.O.U. with a two year term ending August 31, 2012. However, the M.O.U. did not include language for discipline and layoff that would apply to represented employees at the District. S.E.I.U. had proposed discipline and layoff language consistent with the existing M.O.U. language for represented employees of the Sonoma County Water Agency. The County did not agree with the proposed language because the enabling statute for the District specified that employees of the District were considered to be “at will”, and the proposed language was inconsistent with the statute.

On October 8, 2011, the Governor signed Assembly Bill (A.B.) 1036. This bill amends Section 5549 of the Public Resources Code to remove the requirement that employees of the District serve at the pleasure of the General Manager and allows the Board to adopt negotiated language in accordance with applicable laws governing employee relations.

The parties have met and conferred and reached tentative agreement on the applicable M.O.U. language for discipline and layoff for S.E.I.U. represented employees of the District. The language is consistent with current M.O.U. language for S.E.I.U. represented employees at the Water Agency.

Cost: There are no additional costs associated with this agreement.

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Attachments: Tentative Agreements.

On File With Clerk: None.