



Legislation Text

File #: 09-1143, **Version:** 1

Human Resources Department recommending the Board approve and a Resolution for completion of the impasse procedure by imposing the Modified Last, Best, and Final as attached to the Resolution covering the wages, hours and other terms and conditions of employment between the County of El Dorado and the Operating Engineers, Local No 3 representing employees in the Probation bargaining unit as stipulated in the Employer/Employee Relations Resolution 10-83, as amended, under Article IV, Section 18 (b).

Resolution 211-2009 See new business item 30 on 11-03-09

Fiscal Impact/Change to Net County Cost: Cost savings due to language changes if implemented.

Background: Human Resources Department recommending adoption of Resolution - **2009** to complete the impasse procedure as specified in the Employer/Employee Relations Resolution 10-83, as amended, under Article IV, Section 18(b) with adoption of the Modified Last, Best, and Final Offer in regard to the wage, hours, and other terms and conditions of employment as bargained by the County of El Dorado with the members of the Probation bargaining unit covering employees represented by Operating Engineers, Local No. 3; and recommending Chairman be authorized to sign said Resolution to impose the attached Modified Last, Best, and Final Offer and take such action in regard to the impasse process as the Board, in its discretion, deems appropriate as in the public interest. Any legislative action by the Board of Supervisors on the impasse shall be final and binding.

Reason for Recommendation: Operating Engineers Local No 3 Probation bargaining unit (Probation) and the County of El Dorado (County) have reached an impasse on contract negotiations. The parties began negotiations on or about June 8, 2007 and have actively participated in at least 18 collective bargaining sessions exchanging and discussing proposals and counter proposals. In accordance with Article IV of the Employer Employee Relations Resolution 10-83 (EERR) the County and the Union have met to identify and specify those issues where agreement does not exist. A vote of the members was conducted by the Operating Engineers Local No 3 representatives on or about July 15, 2009. The County was notified that the Probation bargaining unit members rejected the Last, Best, and Final Offer (LBFO). The Probation bargaining unit requested mediation and the parties participated in two mediation sessions. The parties have failed to reach a mutual agreement for the successor Memorandum of Understanding.

Action to be taken following Board approval: Direct Human Resources and the Payroll Division of the Auditor/Controllers Office to implement and administer the provisions of the Modified Last, Best, and Final Offer.

Contact: Allyn Bulzomi, Director of Human Resources

Concurrences: