



Legislation Details (With Text)

File #: 16-1085 **Version:** 1

Type: Agenda Item **Status:** Approved

File created: 10/13/2016 **In control:** Board of Supervisors

On agenda: 10/25/2016 **Final action:** 10/25/2016

Title: Human Resources Department recommending the Board consider the following:
1) Receive and file a Side Letter of Agreement with Operating Engineers Local Union No. 3 Trades and Crafts to provide clarification to the Memorandum of Understanding language regarding work schedules, and;
2) Direct Human Resources to administer and implement the provisions of the Side Letter of the Agreement.

FUNDING: N/A

Sponsors:

Indexes:

Code sections:

Attachments: 1. A - OE3 Side Letter 10-25-16, 2. B - Redlined OE3 Side Letter 9-80 Schedules 10-25-16, 3. Executed Side Letter

Date	Ver.	Action By	Action	Result
10/25/2016	1	Board of Supervisors	Approved	Pass

Human Resources Department recommending the Board consider the following:
1) Receive and file a Side Letter of Agreement with Operating Engineers Local Union No. 3 Trades and Crafts to provide clarification to the Memorandum of Understanding language regarding work schedules, and;
2) Direct Human Resources to administer and implement the provisions of the Side Letter of the Agreement.

FUNDING: N/A

DEPARTMENT RECOMMENDATION

Human Resources Department recommending the Board to consider the following:
1) Receive and file a Side Letter of Agreement with Operating Engineers Local Union No. 3 Trades and Crafts to provide clarification to the Memorandum of Understanding (MOU) language regarding work schedules, and;
2) Direct Human Resources to administer and implement the provisions of the Side Letter of the Agreement.

DISCUSSION / BACKGROUND

The current MOU between the County of El Dorado and Operating Engineers Local Union No. 3, Trades and Crafts Bargaining unit provides for the Transportation Division to authorize a 4/10 or a 9/80 work schedule *during the summer months* for road, mechanic and related crews.

The parties wish to remove language in Article 6.1(C) regarding work schedules 'during the summer months' and add language which clarifies the work schedule workweek of a 4/10 and 9/80 work schedule as it applies and is in compliance with the Fair Labor Standards Act. In addition, Article 6.1

(F) will remove the Chief Administrative Officer from the duty of approving alternative work schedules and grant such authority to the Director of Human Resources.

On May 3, 2016 the Board of Supervisors authorized Human Resources to negotiate a Side Letter of Agreement with Operating Engineers Local Union No. 3 Trades and Crafts to provide clarification to the Memorandum of Understanding (MOU) language regarding work schedules.

ALTERNATIVES

N/A

OTHER DEPARTMENT / AGENCY INVOLVEMENT

County Counsel has reviewed and approved the recommended changes.

CAO RECOMMENDATION

The Chief Administrative Office concurs with the recommendation.

FINANCIAL IMPACT

There is no fiscal impact associated with this item.

CLERK OF THE BOARD FOLLOW UP ACTIONS

None

STRATEGIC PLAN COMPONENT

Good Governance

CONTACT

Judith Kerr, Interim Director of Human Resources