



## Legislation Details (With Text)

**File #:** 09-0922 **Version:** 2  
**Type:** Agenda Item **Status:** Adopted  
**File created:** 7/7/2009 **In control:** Board Of Supervisors  
**On agenda:** 8/11/2009 **Final action:** 8/11/2009  
**Title:** Human Resources Department recommending adoption of Resolution and the Modified Last, Best, and Final Offer covering employees in the Trades & Crafts Bargaining unit represented by Operating Engineers, Local No 3 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.  
Resolution 188-2009

### Sponsors:

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### Code sections:

**Attachments:** 1. Email from D. Kal dtd 7/14/09, 2. 09-0922 2A - Cover Letter Trades and Crafts MLBFO.pdf, 3. 09-0922 2B - Resolution to Adopt attached T&C MLBFO.pdf, 4. 09-0922 2C - EERR 10-83 Art IV, Sect 17 & 18.PDF, 5. 09-0922 2D - T&C MLBFO.PDF, 6. 09-0922 2E - final changes - LBFO T&C Unit for BOS Agenda.pdf

Date	Ver.	Action By	Action	Result
8/11/2009	2	Board Of Supervisors	Adopted	Pass
7/21/2009	1	Board Of Supervisors	Continued	Pass

Human Resources Department recommending adoption of Resolution and the Modified Last, Best, and Final Offer covering employees in the Trades & Crafts Bargaining unit represented by Operating Engineers, Local No 3 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.

### Resolution 188-2009

Background: Human Resources Department recommending adoption of Resolution 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 wages, hours, and other terms and conditions of employment with the members of the Trades and Crafts bargaining unit covering employees represented by Operating Engineers, Local No. 3; and recommending Chairman be authorized to sign said Resolution and the 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 Trades & Crafts bargaining unit (Trades & Crafts) and the County of El Dorado (County) have reached an impasse on contract negotiations. The parties began negotiations on or about March 31, 2007 and have actively participated in at least 21 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 June 3, 2009. The County was notified in writing that Trades & Crafts bargaining unit members rejected the Last, Best, and Final Offer (LBFO).

Action to be taken following Board approval: Direct Human Resources and the Payroll Division to administer the provisions of the Modified Last, Best, and Final Offer. Direct Human Resources to begin anew the collective bargaining process for a successor Memorandum of Understanding.

Contact: Allyn Bulzomi, Director of Human Resources

Concurrences: