MEETING: February 4, 2020

TO: The Board of Supervisors

FROM: Kimberly Williams, Human Resources Director

RE: Side Letter of Agreement with SEIU - Reinstatement of Leave

RECOMMENDATION AND JUSTIFICATION:
Approve a Side Letter of Agreement with the Service Employees International Union Local 521 (SEIU) by agreeing to the reinstatement of four (4) hours of leave to certain employees; and authorize the Board of Supervisors Chair to sign the Side Letter of Agreement.

A group of employees in the Public Works Department filed a grievance because they were required to use four (4) hours of their leave when they transitioned from a 4/10 schedule to a 9/80 flex schedule. The County and SEIU have a mutual interest in promoting harmonious labor relations and have agreed to resolve the grievance by:

1) Agreeing that County employees are required to log forty (40) hours in a workweek.
2) Agreeing that a timekeeping misunderstanding occurred at the time the grievants transitioned from a 4/10 schedule to a 9/80 schedule.
3) Agreeing that the County will reinstate four (4) hours of leave to each affected employee.

It is recommended that the Board of Supervisors approve this Side Letter of Agreement and once approved, SEIU will withdraw their grievance with prejudice, and the leave balances of each affected employee will be increased by four (4) hours.

BACKGROUND AND HISTORY OF BOARD ACTIONS:
None on this action. From time to time, the Board of Supervisors approves Side Letters of Agreement with bargaining units.

ALTERNATIVES AND CONSEQUENCES OF NEGATIVE ACTION:
Do not approve this action as recommended; amend this action as the Board desires and approve.

FINANCIAL IMPACT:
Not applicable on this action.

ATTACHMENTS:
Settlement Agreement  (PDF)
Resolution - Action Requested 2020-57

RESULT: ADOPTED BY CONSENT VOTE [UNANIMOUS]
MOVER: Merlin Jones, District II Supervisor
SECONDER: Marshall Long, District III Supervisor
AYES: Smallcombe, Jones, Long, Cann, Menetrey