



APPROVED
BY THE CITY COUNCIL
JUL 1 1997
OFFICE OF THE
CITY CLERK

1.24

OFFICE OF
LABOR RELATIONS

CITY OF SACRAMENTO
CALIFORNIA

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SACRAMENTO, CA
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June 25, 1997

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City Council
Sacramento, California

Honorable Members in Session:

SUBJECT: Amendment to the Employer-Employee Relations Policy

LOCATION AND COUNCIL DISTRICT:

City

STAFF RECOMMENDATION:

It is recommended that the City Council approve the attached resolution amending the Employer-Employee Relations Policy.

CONTACT PERSON:

Betty Masuoka, Deputy City Manager
264-5704

Dee Contreras, Director of Labor Relations
264-5424

FOR COUNCIL MEETING OF:

July 1, 1997 (Afternoon)

BACKGROUND INFORMATION:

This report recommends that the Employer-Employee Relations Policy be amended to modify the time frame found in the "contract bar" rule, Article V, Section 3. The proposed modification would extend the time frame from three (3) to five (5) years and prohibit the filing of a decertification election petition in a representation unit during the mid-term of a five (5) year agreement.

The City sought and obtained extended term labor agreements of up to five (5) years' duration in the last round of bargaining. The extension of the contract bar insures the integrity of such agreements for the full term. Under the present City procedure, a petition for decertification may be filed any time after a written agreement has been in effect three (3) years or more. Therefore, without the modification our agreements would become vulnerable in the fourth and fifth year.

None of the City's recognized employee organizations have any objections to the attached proposed change and such change would promote stable labor-management relations.

SUMMARY:

This report recommends that the City council approve this change by adopting the attached resolution amending the Employer-Employee Relations Policy. The amendment would modify Article V, Section 3(c) as follows:

- c) any time after a written agreement has been in effect for ~~three~~ **five** (5) years or more.

COMMITTEE/COMMISSION ACTION:

Not applicable.

FINANCIAL CONSIDERATIONS:

None.

POLICY CONSIDERATIONS:

Approval of this report will be consistent with past City Council policy of maintaining a positive labor-management relations program and guarantee labor stability for the term of a five-year agreement.

MBE/WBE EFFORTS:

Not applicable.

Respectfully submitted,



DEE CONTRERAS

Director of Labor Relations

Recommendation Approved:



WILLIAM H. EDGAR

City Manager

Attachments

APPROVED
BY THE CITY COUNCIL

JUL 1 1997

OFFICE OF THE
CITY CLERK

RESOLUTION NO. 97. 400

ADOPTED BY THE SACRAMENTO CITY COUNCIL

ON DATE OF _____

July 1, 1997

A RESOLUTION AMENDING RESOLUTION NO. 93- 018
ADOPTED JANUARY 12, 1993 RELATING TO SALARY SCHEDULES,
EMPLOYER-EMPLOYEE RELATIONS POLICY, AND
DESIGNATION OF EXEMPT JOB CLASSIFICATIONS,

NOW, THEREFORE, BE IT RESOLVED BY THE COUNCIL OF THE CITY OF SACRAMENTO that
Resolution 93-018 is hereby amended effective July 1, 997 as follows:

Exhibit B is hereby amended by revising Article V, Section 3 of the Employer-Employee Relations
Policy to read as follows:

3. Decertification Procedures

A decertification petition may be filed with the Employee Relations Officer by employees or an
employee organization to determine whether or not a recognized employee organization continues to
represent a majority of the employees in the representation unit. Such petition must be accompanied
by proof of employee approval equal to at least thirty percent (30%) of the employees within the
representation unit. The time periods for a petition to be filed with the Employee Relations Officer are:
a) after the first full year of recognition if no written agreement has been negotiated; b) within the
period commencing ninety (90) and ending sixty (60) days immediately prior to the expiration date of
a written agreement; or c) any time after a written agreement has been in effect for ~~three~~ **five (5)** years
or more. When such a valid petition has been filed, the State Conciliation Service shall be requested
to conduct any election to determine whether or not the incumbent recognized employee organization
shall be decertified, and where filed by an employee organization, whether such organization shall be
recognized. Such election shall be in accordance with the procedures and regulations of the State
Conciliation Service, and the election procedures as hereinbefore set forth.

MAYOR

ATTEST:

CITY CLERK

FOR CITY CLERK USE ONLY

RESOLUTION NO.: _____

DATE ADOPTED: _____