



San Bernardino County

Legislation Text

File #: 3449, Agenda Item #: 19

**REPORT/RECOMMENDATION TO THE BOARD OF SUPERVISORS
OF THE COUNTY OF SAN BERNARDINO
AND RECORD OF ACTION**

January 5, 2021

FROM

DIANE RUNDLES, Director, Human Resources Department

SUBJECT

Employee Representation Unit Clarifications - Contract Employees in the Whole Person Care Program and the Contract Home Support Workers in the Preschool Services Department

RECOMMENDATION(S)

1. Add contract positions listed below to the units represented by Teamsters Local 1932:
 - a. Contract HVI Home Child/Family Support Worker - Technical & Inspection Unit;
 - b. Contract Patient Navigator - Technical & Inspection Unit;
 - c. Contract Utilization Review Technician - Technical & Inspection Unit;
 - d. Contract Office Assistant II - Clerical Unit;
 - e. Contract Alcohol and Drug Counselor - Administrative Services Unit;
 - f. Contract Social Worker II - Administrative Services Unit;
 - g. Contract Business Systems Analyst II - Administrative Services Unit.
2. Recognize Teamsters Local 1932 as the authorized exclusive employee organization for the above contract employees added to the Administrative Services, Clerical, and Technical & Inspection units.
(Presenter: Diane Rundles, Director, 387-5570)

COUNTY AND CHIEF EXECUTIVE OFFICER GOALS & OBJECTIVES

**Create, Maintain and Grow Jobs and Economic Value in the County.
Operate in a Fiscally-Responsible and Business-Like Manner.**

FINANCIAL IMPACT

Approval of this item will not result in the use of Discretionary General Funding (Net County Cost). The recommended actions are administrative in nature, and will have minimal financial impact. Sufficient appropriation for the existing positions associated with these actions are included in the 2020-21 budget for various departments.

BACKGROUND INFORMATION

The San Bernardino County Employee Relations Ordinance (ERO) establishes a system by which an existing employee representation unit can be clarified by the addition or deletion of one or more County classification (s). Petitions for unit clarifications can be filed by the Employee Relations Division or an exclusive representative.

Petition for Whole Person Care Program Employees

On August 3, 2020 Teamsters Local 1932 (Teamsters) filed a petition for clarification pursuant to Section 13.0206 (b) of the ERO, of the County Code, requesting to “...*represent all contracted Whole Person Care Workers in classifications already in our bargaining units.*” A list was attached to the petition containing six separate classifications. Based on a review of the petition, it was determined that the request to represent Contract Whole Person Care Program employees in classifications already represented by Teamsters is appropriate and the requirements of the ERO are satisfied. Based on the above there was a determination that the petition met the requirements of the County’s ERO.

Petition for Home Support Workers in the Preschool Services Department

On July 28, 2020 Teamsters Local 1932 (Teamsters) filed a petition for clarification pursuant to Section 13.0206 (b) of the ERO, of the County Code, requesting to “...*represent the Home Support Workers in the Preschool Services Department.*” Based on a review of the petition, it was determined that the request to represent Home Support Workers in the Preschool Services Department in classifications already represented by Teamsters is appropriate and the requirements of the ERO are satisfied. Based on the above there was a determination that the petition met the requirements of the County’s ERO.

On October 27, 2020, in accordance with the ERO, notice of the filing of both petitions was posted at the appropriate work locations advising affected employees of the proposed assignment to a Representation Unit. No challenges were filed during the required 30-day period.

Final Approval

Upon completion of these actions, Section 13.0206 (b) (3) of the ERO requires that the proposed unit clarifications be submitted to the Board of Supervisors (Board) for approval. The Board’s approval of this item will result in the formal recognition of Teamsters Local 1932 as the authorized exclusive employee organization for those employees.

PROCUREMENT

Not applicable.

REVIEW BY OTHERS

This item has been reviewed by County Counsel (Cynthia O’Neill, Supervising Deputy County Counsel, 387-5455) on December 9, 2020; Finance (Carolina Mendoza, Administrative Analyst, 387-0294) on December 9, 2020; and County Finance and Administration (Robert Saldana, Deputy Executive Officer, 387-0640) on December 9, 2020.