

SANTA YNEZ COMMUNITY SERVICES DISTRICT

MEMORANDUM

TO: Board of Directors
FROM: Jose Acosta, General Manager
Rick Battles, Legal Counsel
DATE: June 16, 2021
SUBJECT: Discussion and Action Regarding Identification of Designated Representatives for Labor Negotiations, and Closed Session to Review the District's Position and Instruct its Designated Representatives regarding the Renewal of Union Contract with Teamsters Local 986

Recommendation

Identify Karen Jones, Frank Redfern and Nate Kowalski as the District's designated representatives for labor negotiations and hold a closed session to review the District's position and instruct the designated representatives regarding the renewal of the union contract with Teamsters Local 986.

Policy Implications

The District has no current policy regarding who should serve as its designated representatives in negotiations with Teamsters Local 986.

Fiscal Implications

Board members who serve as designated representatives in the union negotiation process will be eligible for compensation at the rate of \$50.00 per meeting, up to a maximum of six meetings per month, together with any expenses incident thereto. Mr. Kowalski will be paid his hourly rate for services rendered as a designated representative.

Alternatives Considered

Alternatives to the action recommended in this staff report include (i) identifying other designated representatives for labor negotiation purposes, and/or (ii) having Mr. Kowalski advise the District in connection with the labor negotiation process but not serve as one of the designated representatives.

Discussion

The employees of the District (with the exception of the General Manager) are represented by Teamster Local 986 Union as a bargaining unit. The District and the employee bargaining unit are currently bound by a three-year contract. The current contract is set to expire on June 30, 2021 and needs to be renegotiated.

This agenda item allows the Board to (i) decide by whom the District will be represented throughout the negotiation process, and (ii) hold a closed session to review its position and instruct the designated representatives regarding the renewal of the union contract. Those instructions may relate to the compensation and benefits that the District proposes to provide to its represented employees, including a discussion of the District's available funds and funding priorities, but only insofar as those discussions relate to providing instructions to the designated representatives. The closed session cannot include final action on the proposed compensation for the represented employees.