



Contra
Costa
County

To: Board of Supervisors
From: David Twa, County Administrator
Date: February 9, 2016

Subject: LVN/AIDE UNIT, GS&M UNIT, AND HEALTH SERVICES UNIT DECERTIFICATION ELECTION RESULTS

RECOMMENDATION(S):

Accept the results of the decertification election of the LVN/Aide, General Services and Maintenance, and Health Services Units from Public Employees Union, Local One and acknowledge formal recognition of the Teamsters, Local 856, as the majority representative of the LVN/Aide Unit, General Services and Maintenance Unit, and Health Services Unit, as recommended by the Employee Relations Officer.

FISCAL IMPACT:

No fiscal impact.

BACKGROUND:

On October 2, 2015, a petition was filed by Teamsters, Local 856, to decertify Public Employees Union, Local One, as the majority representative of the LVN/Aide Unit.

On October 8, 2015, a petition was filed by Teamsters, Local 856, to decertify Public Employees Union, Local One, as the majority representative of the General Services & Maintenance Unit.

☒ APPROVE

☐ OTHER

☒ RECOMMENDATION OF CNTY
ADMINISTRATOR

☐ RECOMMENDATION OF BOARD
COMMITTEE

Action of Board On: **02/09/2016** ☒ APPROVED AS RECOMMENDED ☐ OTHER

Clerks Notes:

VOTE OF SUPERVISORS

AYE: Candace Andersen, District II Supervisor
Mary N. Piepho, District III Supervisor
Karen Mitchoff, District IV Supervisor
Federal D. Glover, District V Supervisor

ABSENT: John Gioia, District I Supervisor

Contact: Lisa Driscoll, County Finance Director (925) 335-1023

I hereby certify that this is a true and correct copy of an action taken and entered on the minutes of the Board of Supervisors on the date shown.

ATTESTED: February 9, 2016

David Twa, County Administrator and Clerk of the Board of Supervisors

By: June McHuen, Deputy

On October 19, 2015, a petition was filed by Teamsters, Local 856, to decertify Public Employees Union, Local One, as the majority representative of the Health Services Unit.

BACKGROUND: (CONT'D)

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Signatures were verified for all three (3) Units and the Labor Relations Unit requested State Mediation and Conciliation Service (SMCS) to serve as a neutral party to conduct the election in accordance with Section 34-12.012(c) and 34-12.018 of the Employer-Employee Relations Resolution (EERR).

On February 4, 2016, a vote count was conducted by SMCS to determine which organization would represent the LVN/Aide Unit, General Services and Maintenance Unit, and Health Services Unit. The following are the results of the election:

	Licensed Vocational Nurse/Aide Unit	General Services & Maintenance Unit	Health Services Unit
PEU, Local One	13	55	77
Teamsters, Local 856	219	293	388
No Organization	0	3	9
Total Number of Valid Ballots	232	351	474
Total Eligible Employees	323	499	693

SMCS certified the election results. More than fifty percent of eligible employees in the respective Units cast ballots in the election and a majority of the votes cast selected Teamsters, Local 856 as the new majority representative

CONSEQUENCE OF NEGATIVE ACTION:

The Board of Supervisors is required to adopt the results of the decertification election by February 18, 2016 (14 days after the vote count). Should the Board of Supervisors fail to adopt the results, the County will be out of compliance with its Employer-Employee Relations Resolution (See 34-12.12(f)).

ATTACHMENTS

Results of Decertification Election LVN/Attendant Aide Bargaining Unit

Results of Decertification Election General Services & Maintenance Bargaining Unit

Results of Decertification Election Health Services Unit