



**Contra
Costa
County**

To: Board of Supervisors
From: David Twa, County Administrator
Date: October 22, 2019

Subject: Resolution No. 2019/572 Teamsters Local 856 - Settlement Agreement & Side Letter regarding Clinical Lab Specialists

RECOMMENDATION(S):

ADOPT Resolution No. 2019/572, approving a Settlement Agreement and Side Letter, between Contra Costa County and Teamsters Local 856, modifying the current Memorandum of Understanding (July 1, 2016 - June 30, 2022) regarding Clinical Lab Scientists pay and schedules.

FISCAL IMPACT:

Costs associated with this action will be paid from the Hospital Enterprise Fund.

BACKGROUND:

Over the last several months, the County and Teamsters, Local 856 have worked together to address the recruitment and retention issues in the Clinical Lab Scientist II job classification and to address any potential future salary compaction issues between the Senior Clinical Laboratory Scientist and the Clinical Laboratory Scientist II. The Side Letter modifies Section 54.3.B. of the Memorandum of Understanding to

☒ APPROVE

☐ OTHER

☒ RECOMMENDATION OF CNTY
ADMINISTRATOR

☐ RECOMMENDATION OF BOARD
COMMITTEE

Action of Board On: **10/22/2019** ☒ APPROVED AS RECOMMENDED ☐ OTHER

Clerks Notes:

VOTE OF SUPERVISORS

AYE: John Gioia, District I Supervisor
Candace Andersen, District II Supervisor
Diane Burgis, District III Supervisor
Karen Mitchoff, District IV Supervisor

ABSENT: Federal D. Glover, District V 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: October 22, 2019

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

By: June McHuen, Deputy

BACKGROUND: (CONT'D)

provide employees in the Clinical Lab Scientist II classification with new work schedules that are predictable and consistent, with rotating weekends off. Employees in the Senior Clinical Laboratory Scientist classification will work one (1) weekend every 28 days. The attached Settlement Agreement includes a recommendation to address recruitment, retention, and future compaction for both classifications by increasing the base rate of pay by five percent (5%).

This Side Letter will remain in effect for the term of the current Memorandum of Understanding ("MOU") between the County and Teamsters (July 1, 2016 – June 30, 2022). The terms of this Side Letter will be incorporated into the successor MOU unless otherwise negotiated by the parties. All other terms and conditions of the current MOU between the County and Teamsters remain unchanged by this Side Letter.

CONSEQUENCE OF NEGATIVE ACTION:

Members will not receive the salary increase agreed to in the tentative agreement between Teamsters and the County and employees will not have predictive schedules, resulting in significant recruitment and retention issues.

ATTACHMENTS

Resolution 2019/572

Teamsters/County Settlement Agreement

Side Letter - Teamsters, Local 856