



MENDOCINO COUNTY EXECUTIVE OFFICE

# NEWS RELEASE

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TO: MENDOCINO COUNTY NEWS MEDIA  
FR: MENDOCINO COUNTY BOARD OF SUPERVISORS

**Ukiah, California...September 9, 2011**

***IMPORTANT MESSAGE FROM THE MENDOCINO COUNTY BOARD OF SUPERVISORS  
REGARDING SEIU NEGOTIATIONS***

On September 2, 2011, the County sent SEIU a letter withdrawing the 36-hour revised MOU provided to SEIU on July 21, 2011. Since that time, there have been many questions from County employees regarding the status of SEIU negotiations. This memorandum is intended to clarify and respond to the many questions that have been raised. It is also intended to provide a factual account of events which have transpired since negotiations began in August of 2010 and shall not be construed as an attempt to influence or interfere with the negotiation process.

As you know, we have been negotiating with all of our bargaining units since March 2010, and specifically with SEIU since August 2010. During the 12 months of negotiations, there were 24 meetings, 32 tentative agreements signed off by both parties and 9 detailed SEIU information requests and responses from the County but no resolution of the wage concession request. On May 16, 2011, the County declared impasse.

As required by the Employee Employer Relations Policy, the parties are required to hold an impasse meeting prior to requesting mediation. It was at this meeting that SEIU proposed a 36-hour work week concept. After agreeing that consideration of the 36-hour work week concept would not affect the impasse declaration, the County's negotiating team agreed to take the 36-hour work week concept to the BOS for consideration. On June 7th, the BOS met and gave direction to County staff to pursue and investigate whether the 36-hour work week concept proposed by SEIU was feasible. The Board did not vote on or agree to any proposal. From June 20 through June 23, 2011, SEIU voted on a "Contract Settlement Proposal Summary" that had not been reviewed by or agreed to by the County, and despite the County requesting that the vote not go forward until the details of the 36-hour work week concept proposal could be discussed and an agreement reached. It is for this reason that the Board of Supervisors authorized CEO Carmel Angelo to send a message dated June 22, 2011, to all employees, stating that the Board had not agreed to many of the proposals that were included in the "Contract Settlement Proposal Summary." There was no agreement on the specific details of the 36-hour work week concept proposal when SEIU chose to take their language to the membership for a vote.

Without changing the County's position on impasse, and despite the SEIU vote on proposals that had not been agreed to, the County continued to diligently explore the 36-hour work week concept. Consideration of the 36-hour work week concept was always based on the understanding that it would result in savings that would be the equivalent of a 10% reduction in pay.

On July 21, 2011, after a comprehensive review of the 36-hour work week concept, the County met with SEIU and provided a complete revised MOU based on the SEIU request for a 36-hour work week. Each provision was explained to the SEIU bargaining team at that meeting. For a full month, SEIU did not respond with a counter-proposal or acceptance of the revised MOU. On August 22, the County sent SEIU a letter informing them that they had until September 2, 2011 to advise the County as to whether the proposal would be put to a vote by the membership. During this timeframe, SEIU sent three information requests to which the County timely responded. SEIU and the County met on August 31 and remained in contact by email and phone, but no agreement was reached.

SEIU was reminded that the County would withdraw the 36-hour work week proposal from further consideration if they, SEIU, did not respond by 5:00 p.m. on September 2, stating that they would recommend the revised MOU be put to the membership for a vote. SEIU did not respond and gave no indication that they were prepared to recommend the revised MOU to the membership for a vote, so the proposal was withdrawn.

Additionally, the County then sent SEIU a second letter making the following proposal which was consistent with discussions that have occurred over the past year:

1. Term – 1 year thru September 30, 2012.
2. Wages – 15% ongoing salary reduction effective upon adoption of a new MOU.
3. Retirement – create a new tier for new hires.
4. On the job injuries – modify current language.
5. Inspection of personnel files – add new language.
6. Disciplinary action definitions – add new language.
7. All Tentative Agreements signed by both parties.

The above offer is valid until September 12, 2011 at 5:00 p.m. As of this writing, SEIU has stated via e-mail that neither proposal is acceptable.

We hope this memo answers some of your questions. Thank you all for your ongoing efforts to continue to serve the public with pride and professionalism during these difficult times.

Released by:

Mendocino County Board of Supervisors