



# Collective Bargaining Update

## Personnel and Reorganization Committee

Ellicia Seard-McCormick, Deputy County Executive

Pat Richter, Senior Labor Relations Consultant

October 18, 2022



## **Collective Bargaining Updates**

- Labor Relations Administrator (LRA)—Sarah Miller Espinosa
  - Established Procedures and Rules August 30<sup>th</sup>, 2022
  - LRA Established Website for Posting Collective Bargaining Information
- Collective Bargaining Training for Managers Ongoing
- Onboarded Labor Negotiator and Collective Bargaining Trainer
- Established Labor Relations Office in the Department of Human Resources
  - Led by Pat Richter, Senior Labor Relations Consultant
  - Two additional positions are in the recruitment process



## **Collective Bargaining Updates (Ongoing) Continued**

- Fire and Emergency Medical Services Collective Bargaining Unit
  - Notice of Petition by Local 2068 presented and accepted by LRA
  - Notice of Election awarded by LRA – Elections are via e-mail
  - Election for Fire and Emergency Services runs October 10th to October 31st
- Police Collective Bargaining Unit
  - Petition received, under review by LRA



DATE	ACTIVITY
<p><u>November/December</u></p>	<ul style="list-style-type: none"> <li>Employee organization that receives a majority of the valid ballots cast by the employees in a permitted bargaining unit shall be recognized as exclusive bargaining representee upon certification of results by LRA <b>[Projected]</b></li> </ul>
<p><u>Calendar Year 2023</u></p>	<ul style="list-style-type: none"> <li>Exclusive bargaining agent makes written request to bargain to County Executive no later than July 1 and the bargaining process begins.</li> <li>On-going training for newly hired or promoted eligible staff.</li> <li>Collective Bargaining Training <b>[Ongoing]</b></li> <li>Complete Collective Bargaining Staffing (Internal to DHR) <b>[Ongoing]</b></li> </ul>