
Information

Subject:

Approve Settlement Agreement with Teamsters Local 856 and apply the same benefit to unrepresented employees.

From:

Mindi Nunes

Recommended Action

Approve Settlement Agreement with Teamsters Local 856 regarding retroactive payment of increased contributions for the cafeteria benefit plan for the period of February 1, 2022 through April 30, 2022 and apply the same benefit to unrepresented employees.

Reason for Recommended Action/Background

On or about October 18, 2021, Teamsters Local 856 (Union) filed an unfair practice charge with the Public Employment Relations Board alleging that the Agency had engaged in bad faith bargaining in not abiding by an agreement that the Union believed included retroactive payment of the increased contributions for employees in the general unit. Yolo County Housing disputes the allegation. However, in the interest of promoting harmonious labor relations between the parties and to avoid the uncertainty, inconvenience, and expense of litigation, the parties have agreed to settle the matter by providing the three months of increased health benefit contributions.

In order to provide parity to all staff, the same 3-month retroactive payment will apply to unrepresented employees as well.

Fiscal Impact

Cost of Recommended Action: \$7,500
Amount Budgeted: \$7,500
Additional Expenditure Authority needed?: No.
Comments:

Attachments

A. Settlement Agreement

Form Review

Form Started By: Mindi Nunes
Final Approval Date: 07/19/2022

Started On: 07/18/2022 10:10 AM