

The Life Cycle of County of San Luis Obispo Labor Bargaining

The labor bargaining process can sometimes be confusing. Below is each step in the process for the County of San Luis Obispo.

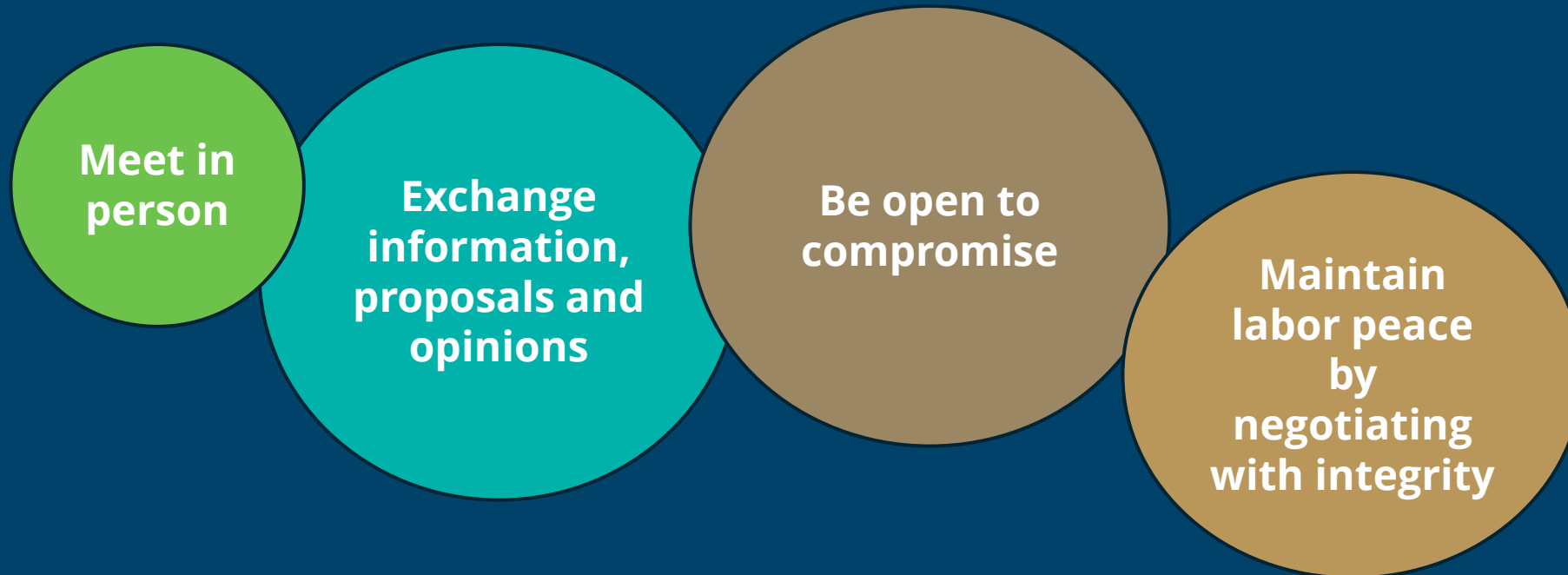
There are approximately 2,650 permanent County of San Luis Obispo employees. Many of these employees belong to a union, there are nine different unions that represent employees in 16 different bargaining units in our County government

The County and unions have a legal responsibility to deal fairly and honestly with one another, which is commonly referred to as bargaining in good faith. There are times an agreement cannot be reached even though both sides meet in good faith. When this happens, it is called reaching an impasse. The County and/or the union can then take certain actions after this to attempt final resolution.

It is always the intent of the County to reach an agreement that is fair to employees while at the same time being fiscally responsible.

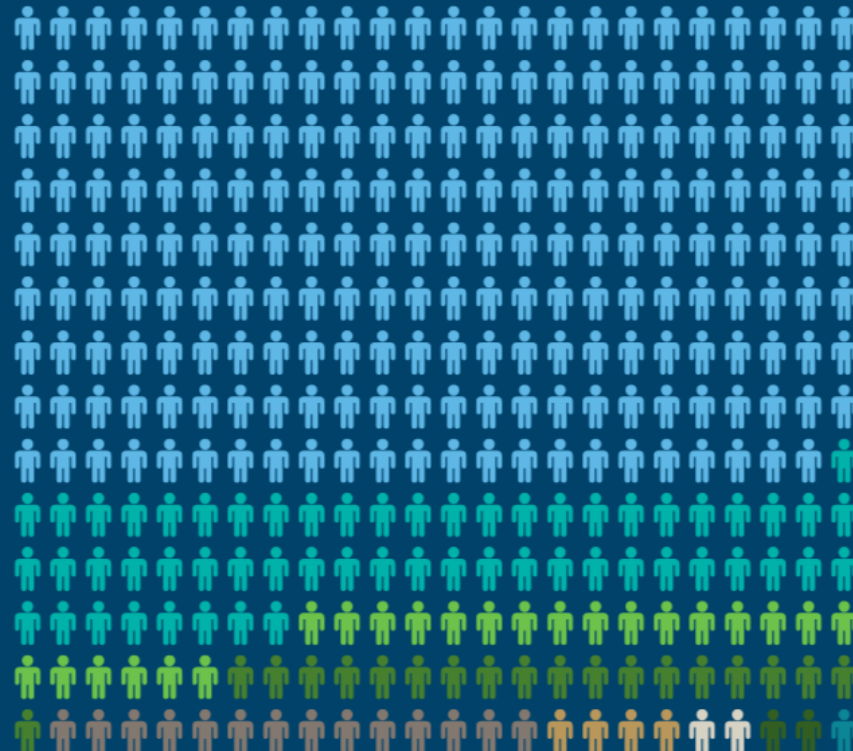
Step 01

The County and Employee Associations have a legal responsibility to negotiate in good faith to reach an agreement. To do this, they will:



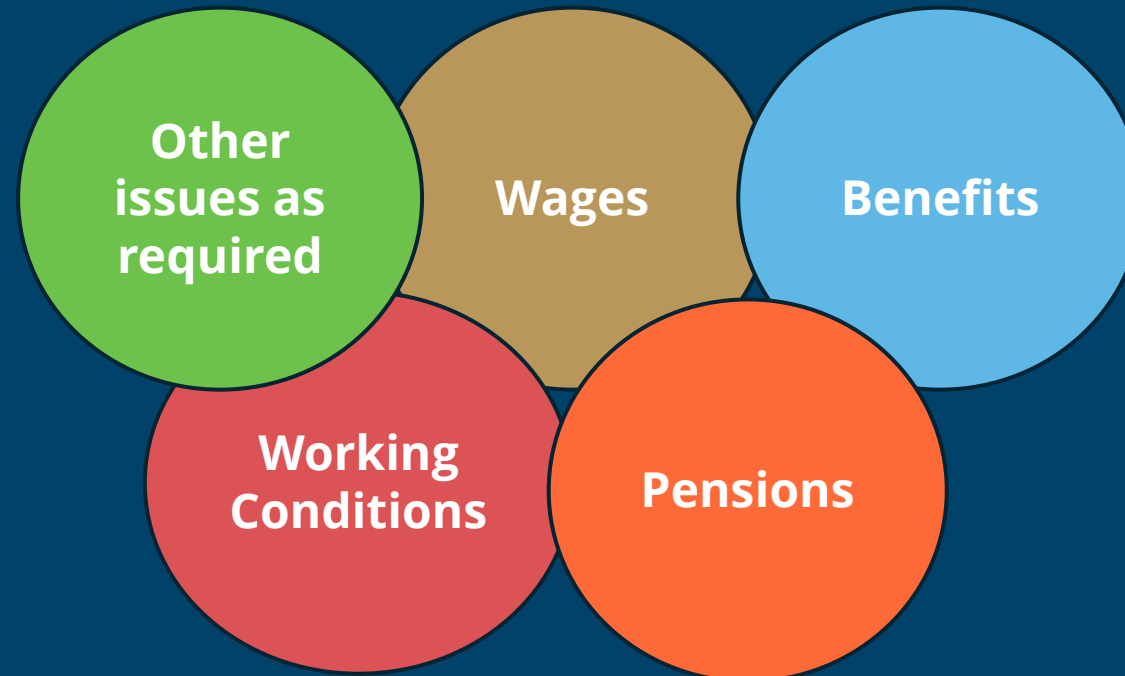
Step 02

Representatives from the nine (9) unions will meet with the County to negotiate a new contract.



Step 03

The Board of Supervisors (BOS) designates the Human Resources (HR) Director as their Management Representative to negotiate with Employee Associations over mandatory subjects of bargaining. These issues include:



Step 04

The County and Employee Associations prepare for negotiations using different resources and data.



Gathering contracts, called Memorandum of Understanding (MOU's)



Identifying past practices and workplace concerns







Assessing needs and priorities



Gathering economic data and various assessments

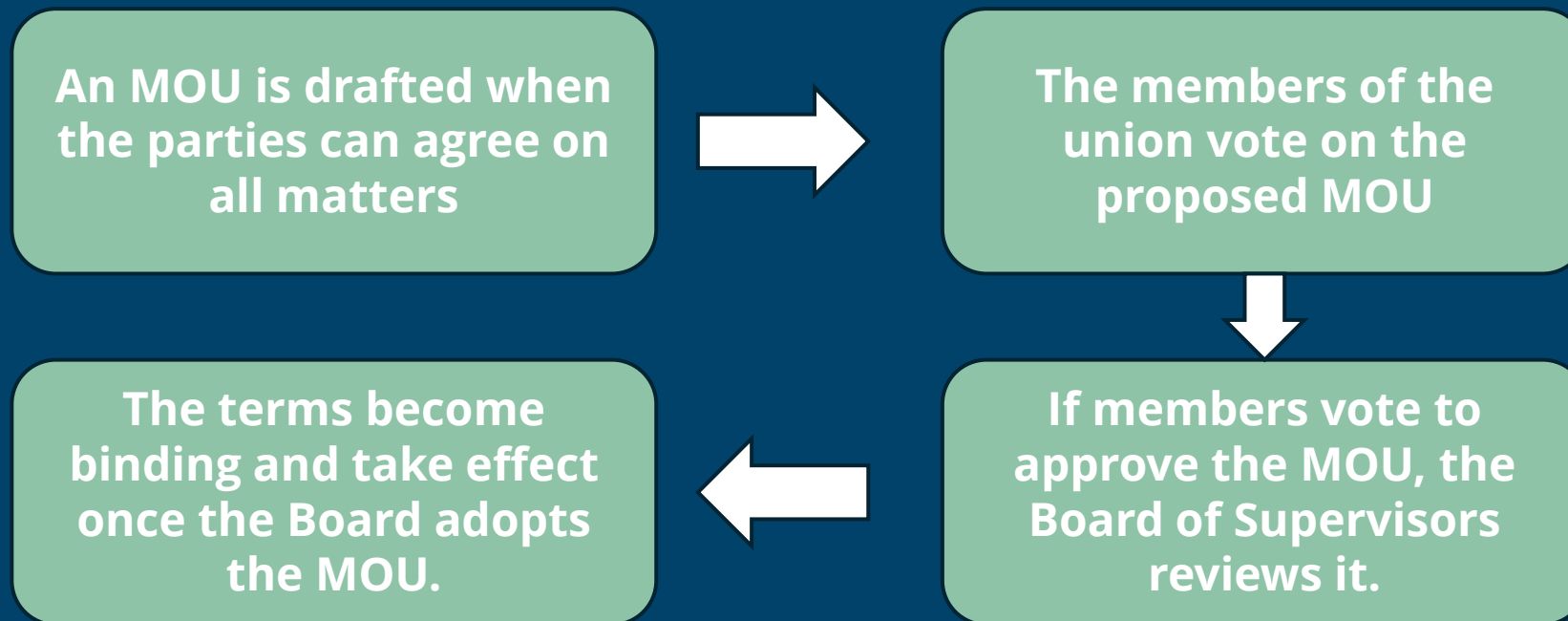
Step 05

Negotiations typically begin before the union's MOU expires. Negotiations typically start with the bargaining teams establishing ground rules that will guide the process. Throughout negotiations:

-  Guidelines for the exchange of information and proposals are put in place
-  Initial offers are introduced and exchanged
-  Over several meetings each party will discuss their proposals
-  Compromises are discussed

Step 06

A tentative agreement may be reached. While tentative agreements are not legally binding, they are a starting point for an MOU.



Step 07

Once the MOU is approved by the Board of Supervisors, the terms and provisions become effective.



The County and the union work together to resolve any issues that may arise during the term of the agreement.

Then back to Step 01