



## Legislation Text

File #: 2024-0215, Version: 1

### Report to Mayor and City Council

Tuesday, March 19, 2024

Consent

#### **SUBJECT:**

**CONSIDER A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF CARSON, CALIFORNIA, RESCINDING AND REPLACING RESOLUTION NO. 23-117, UPDATING THE SUCCESSOR MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF CARSON AND THE CARSON PROFESSIONALS AND SUPERVISORS (CPSA) FOR THE PERIOD OF JULY 1, 2021 THROUGH JUNE 30, 2024 (CITY COUNCIL)**

#### **I. SUMMARY**

The City Council previously approved the Tentative Agreement and the Successor Memorandum of Understanding (MOU) between the City of Carson and the Carson Professionals and Supervisors Association - Service Employees International Union, LOCAL 721. by Resolution No. 23-117 on July 5, 2023, which also directed staff to prepare the final successor MOU.

At the direction of the City Council, the City's negotiating team has met and conferred in good faith, as required by State law, with representatives from the bargaining unit to discuss further modification requests in the representative MOU. We are now presenting to council the full successor MOU 2021-2024 in accordance with the tentative agreement, which was approved by council on February 20, 2024 and present to City Council the successor Full-Time MOUs for 2021-2024 in accordance with the approved Tentative Agreement. The attached resolution is being presented for final approval.

#### **II. RECOMMENDATION**

WAIVE further reading and ADOPT:

Resolution No. 24-027, "RESOLUTION OF THE CITY COUNCIL OF THE CITY OF CARSON, CALIFORNIA, RESCINDING AND REPLACING RESOLUTION NO. 23-117, UPDATING THE SUCCESSOR MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF CARSON AND THE CARSON PROFESSIONALS AND SUPERVISORS (CPSA) FOR THE PERIOD OF JULY 1, 2021, THROUGH JUNE 30, 2024."

### **III. ALTERNATIVES**

Take any action City Council deems appropriate.

### **IV. BACKGROUND**

On July 5, 2023, City Council adopted Resolution No. 23-117 approving the updated Successor Memorandum of Understanding between the City of Carson and the Carson Professionals and Supervisors Association - Service Employees International Union (CPSA -SEIU), Local 721, for the period of July 1, 2021 to June 30, 2024. Through the meet and confer process, management staff were able to negotiate various reopener terms with CPSA-SEIU as required by Article XIII, Section 7 of the MOU.

Notable updates to the MOU include word changes, clarification of “non-exempt unit members” for overtime compensation and holiday compensation, updates to the exclusive city rights and authorities, and union access to the workplace for official business. Upon concurrence by City Council, staff was directed to return with a final amended MOU for City Council approval and adoption.

We are now presenting to council the full successor MOU 2021-2024 in accordance with the approved Tentative Agreement which was approved by Council on February 20, 2024. The attached resolution is being presented for final approval.

All Tentative Agreements have been incorporated in both red-line and final copy attached herein for City Council approval.

### **V. FISCAL IMPACT**

There are no anticipated fiscal impacts as the proposed changes are not financial in substance, content, or consequence.

### **VI. EXHIBITS**

1. Resolution No. 24-027 - CPSA MOU (pgs. 3 - 4)
2. CPSA Tentative Agreement - February 20, 2024 (pgs. 5 - 9)
3. CPSA MOU Final (pgs. 10 - 57)

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