



Legislation Text

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Report to Mayor and City Council

Tuesday, September 19, 2023

Consent

SUBJECT:

CONSIDER APPROVING RESOLUTION NO. 23-116 FOR AN UPDATED SUCCESSOR MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF CARSON AND THE AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES (AFSCME) UNION, LOCAL 809 (CITY COUNCIL)

I. SUMMARY

The City Council previously approved the Tentative Agreement for 2021-2024 between the City of Carson and the American Federation of State, County, and Municipal Employees (AFSCME) Union, Local 809 (for full-time employees) (“Tentative Agreement”) under Resolution No. 22-216 on October 18, 2022, and the Successor Memorandum of Understanding between the City of Carson and the AFSCME 809 for 2021-2024 (“2021-2024 MOU”) under Resolution 22-224 on November 1, 2022.

Based on the need to clarify additional language in the 2021-2024 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 the representatives of the AFSCME 809 bargaining unit to finalize and present to the City council (i) an updated MOU for 2021-2024, and (ii) a side letter agreement between the City and AFSCME 809 relating to an updated salary table for said full-time employees. The attached resolution is being presented for final approval.

II. RECOMMENDATION

1. CONSIDER RESOLUTION NO. 23-116, “A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF CARSON, CALIFORNIA, **APPROVING THE UPDATED SUCCESSOR MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF CARSON AND THE AMERICAN FEDERATION OF STATE, COUNTY, AND MUNICIPAL EMPLOYEES (AFSCME) UNION, LOCAL 809**, FOR THE PERIOD OF JULY 1, 2023 TO JUNE 2024, AND ADOPTION OF A SIDE LETTER AGREEMENT RELATED THERETO”

III. ALTERNATIVES

Take any action deemed appropriate.

IV. BACKGROUND

The previous Memorandum of Understanding between the City of Carson and the AFSCME 809 (full-time employee) bargaining unit expired on June 30, 2021. The parties began negotiating the successor MOUs in August 2022, reaching a Tentative Agreement that was approved by City Council on October 18, 2022, which also directed the parties to prepare a successor MOU consistent with the terms of the Tentative Agreement.

A successor 2021-2024 MOU was prepared as directed and brought to City Council for approval on November 1, 2022 through Resolution No. 22-224. City Council approved said resolution on the abovementioned date and directed staff to obtain signatures in final form of the 2021-2024 MOU.

During discussions between the parties, it was determined that additional clean-up language and clarification to the 2021-2024 MOU was necessary. Upon the completion of the meet and confer process, the labor relations representatives of the City and the bargaining units prepared an updated 2021-2024 MOU that is consistent with the previous Full-Time MOU and the deal points approved by the parties and City Council as part of the Tentative Agreement. The updated 2021-2024 MOU with the respective salary table is being presented to City Council for approval and posting to the City's website.

Additionally, the AFSCME 809 salary table was revised from 2021 to 2023 to capture percentage points of loss or gain to the salary amounts. A Side Letter Agreement between the City of Carson and AFSCME 809 related to the 2021-2024 MOU (Exhibit 2) has been drafted and agreed upon to solidify the updated and corrected salary formulations for AFSCME 809 (Full-Time employees). This update will prohibit such calculation fluctuations in the future.

V. FISCAL IMPACT

The financial impact of retro salary payments will be addressed by a staff report scheduled in the near future.

VI. EXHIBITS

1. Resolution No. 23-116 (pgs. 4-74)
2. Side Letter Agreement Between the City of Carson and AFSCME Local 809 (pgs. 75-76)

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