



Agenda Report

MEETING DATE: Tuesday, March 14, 2023

TO: City Council

FROM: DEPUTY CITY MANAGER MANNING

THROUGH: CITY MANAGER MENDEZ

SUBJECT: APPROVING AND RECOGNIZING PUBLIC EMPLOYEES OF CALIFORNIA, LCOAL 792 (UPEC/LIUNA)

STATEMENT OF ISSUES:

The employees currently in the Mid-Management unit have elected to have United Public Employees of California, Local 792 (UPEC\LiUNA) represent them to meet and confer with the City on matters within the scope of representation including wages, hours, and other terms and conditions of employment.

RECOMMENDED ACTION:

It is recommended that the City Council approve a resolution approving and recognizing Public Employees of California, Local 792 (UPEC\LiUNA) to be the Exclusive Recognized Employee Organization to represent the classifications currently in the Mid-Management unit.

DISCUSSION:

The City of Watsonville has over 400 employees who are represented by employee organizations for matters related to employment conditions and employer-employee relations including, but not limited to wages, hours, and other terms and conditions of employment. The current employee organizations in the City include Management, Mid-Management, Confidential, SEIU Local 521, Operating Engineers Local No. 3, International Association of Firefighters Local 1272, Police Officers' Association, Public Safety Mid-Management, Police Management, and Fire Management. Some of these units are represented by outside organizations. At-will employees such as department directors are not represented by an employee organization.

Per the City's Employer Employee Relations Resolution or EERR (56-08 CM) which provides "orderly procedures for the administration between the City and its employee organizations", employees have the right to file a petition requesting formal recognition for an employee organization. A petition was received requesting recognition for the formation of a new unit titled "United Employees of California, Local 792 (UPEC\LiUNA)". This group is proposed to consist of the job classifications currently represented by the Mid-Management Unit.

Per the EERR, the petition was reviewed by the City Manager acting in the role of Municipal Employee Relations Officer and it was determined that the petition meets the required criteria of the resolution. Per the resolution, 30 days was provided for other employee organizations to file a competing request to represent these classifications. No competing requests were received so an election was scheduled.

The City and UPEC agreed to utilize the free services of the Public Employees Relations Board to conduct an election on February 22, 2023. The in person election was conducted and a majority of the eligible voters voted in favor of having UPEC\LiUNA be the Exclusive Recognized Employee Organization to represent the classifications currently in the Mid-Management Unit.

If approved, the United Employees of California, Local 792 (UPEC\LiUNA) will continue under the current Mid-Management Unit Memorandum of Understanding which is set to expire on June 30, 2023 until a new MOU is negotiated.

FINANCIAL IMPACT:

There will not be any direct financial impacts related to approving a new employee organization.

ALTERNATIVE ACTION:

None.

ATTACHMENTS AND/OR REFERENCES (If any):

None.