



# COUNTY OF HUMBOLDT

For the meeting of: 12/5/2023

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File #: 23-1550

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**To:** Board of Supervisors

**From:** Human Resources

**Agenda Section:** Consent

**Vote Requirement:** Majority

**SUBJECT:**

Approval of a Side Letter of Agreement with the American Federation of State, County, and Municipal Employees (AFSCME) Local 1684

**RECOMMENDATION(S):**

That the Board of Supervisors:

1. Approve and authorize the Chair of the Board to sign a Side Letter of Agreement with the AFSCME regarding Paid Lost Time.

**SOURCE OF FUNDING:**

All Funds

**DISCUSSION:**

The County of Humboldt and AFSCME have agreed to a Side Letter of Agreement (Attachment #1) to amend Section 8 of the current Memorandum of Understanding (MOU) between the County of Humboldt and the American Federation of State, County, and Municipal Employees (AFSCME) Local 1684.

The purpose of the Side letter is to enhance the MOU language with guidelines for the use, approval and denial of leave of absence without loss of compensation or other benefits, as permitted by Government Code section 3558.8(b), for steward or union officer activities under Senate Bill 1085 ("SB 1085")/Government Code Section 3558.8.

The Side Letter confirms upon written request of the Union to the Human Resource Department, and subject to Department approval, the County shall grant a steward or union officer of the Union a reasonable leave of absence without loss of compensation or other benefits. The Side Letter further defines that the Union shall submit a written request to the Human Resources department with at least 10 business days in advance of the requested leave. The County shall approve the request if the requested timeframe does not unreasonably interfere with the performance of County services and

Department operations and provided the conditions outlined in section 8.8.2 are met.

Upon approval, the employee shall receive their general wage increase(s) and step increases authorized for their classification, shall not work overtime or in any other capacity for the County during any leave taken provided under section 8.8, and the Union shall reimburse the County for all benefits and compensation paid and earned/realized by the employee while on leave, as required by Government Code Section 3558.8, as amended including but not limited to all wages, health and retirement benefits, and any related direct and indirect employer driven costs.

The Side Letter also outlines that the Union will reimburse the county for all benefits and compensation paid to the employee while on this leave.

**FINANCIAL IMPACT:**

**Narrative Explanation of Financial Impact:**

There will be no impact to the county General Fund.

**STAFFING IMPACT:**

<b>Position Title</b>	<b>Position Control Number</b>	<b>Monthly Salary Range (1A-E Step)</b>	<b>Additions (Number)</b>	<b>Deletions (Number)</b>
N/A	N/A	N/A	N/A	N/A

**Narrative Explanation of Staffing Impact:**

There are no impacts to county staffing allocations.

**STRATEGIC FRAMEWORK:**

This action supports your Board’s Strategic Framework priority of investing in county employees.

**OTHER AGENCY INVOLVEMENT:**

AFSCME 1684

**ALTERNATIVES TO STAFF RECOMMENDATIONS:**

The Board may choose to not approve and adopt the Approval of a Side Letter of Agreement with the American Federation of State, County, and Municipal Employees (AFSCME) Local 1684, however this is not recommended as the Side Letter provides clarification on the roles and responsibilities of both the County and the AFSCME when employees seek Paid Lost Time permitted by Government Code section 3558.8(b)

**ATTACHMENTS:**

1. Side Letter of Agreement between the AFSCME and the County of Humboldt

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**PREVIOUS ACTION/REFERRAL:**

Board Order No.: C-19

Meeting of: August 21, 2018

File No.: 18-1105