

Agenda Report

TO: City Council

DATE: March 22, 1998

FROM: City Manager

SUBJECT: Addendum to Memorandum of Understanding between City of Pasadena and United Public Employees of California, Local 777, regarding Agency Shop provision.

RECOMMENDATION:

It is recommended that the City Council amend the Memorandum of Understanding between the City and UPEC, Local 777, by adopting the tentative agreement on an Agency Shop provision, and direct the Director of Finance to begin the appropriate payroll deductions, consistent with the Agency Shop agreement.

BACKGROUND:

The 1997-1999 Memorandum of Understanding between the City and UPEC, Local 777, adopted by the Council on June 2, 1997, allowed the parties to re-open negotiations on an Agency Shop provision. Such provisions are permitted under Section 3502.5 of the California Government Code.

The parties have met, and concluded an agreement on an Agency Shop provision within the parameters recently approved by the City Council. Under the agreement, all employees in the bargaining unit would be required, as a condition of continued employment, to either join the Union, or pay an Agency Fee to the Union. Agency fees are designed to cover the costs borne by the Union for representing all employees in the bargaining unit. Such fees exclude the percentage of regular membership dues that the Union devotes to political activities. The terms of the agreement will take effect four (4) months following adoption of this provision by the Council.

FISCAL IMPACT:

There is no fiscal impact associated with this Agency Shop agreement.

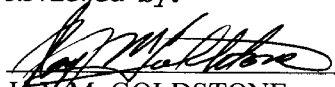
Respectfully Submitted,


CYNTHIA J. KURTZ
City Manager

Approved by:


for GALE E. HARRISON
Director of Human Resources

Reviewed by:


JAY M. GOLDSTONE
Director of Finance