



Date: April 27, 2016
 To: Patrick H. West, City Manager *T. Hill*
 From: Alejandrina Basquez, Director – Human Resources *A. Basquez*
 For: Mayor and Members of the City Council
 Subject: **Union Decertification Petitions**

In November 2015, the City received decertification petitions for three of the ten Bargaining Units within the International Association of Machinists (IAM).

In consultation with the City Attorney’s Office, staff determined that all three petitions were in compliance with the City’s Employer-Employee Relations Resolution (EERR) requirements and that there were sufficient numbers of signatures from representatives of the applicable Bargaining Units. Our EERR requires that at least 30% of the membership sign the petition to be considered a valid petition.

	Number of Employees	Number of Verified Signatures	Number of Required Signatures
Refuse-Basic	89	33 (37.1%)	30
Skilled & Gen'l-Basic	595	234 (39.3%)	179
Skilled & Gen'l-Supvr	84	41 (48.8%)	25

Proper notices were posted throughout the worksites of the employees impacted advising them of an upcoming election. A vendor was selected through the City’s procurement process to conduct the actual elections, and, due to the costs involved, it was decided to conduct a secret mail ballot election for all three units. Election notices were posted throughout the worksites of the impacted employees providing the details of the election process, including the following information:

- Eligible classifications
- Ballots mailed to employees April 12, 2016
- Call (562) 683-2172 if employee did not receive ballot package by April 19, 2016
- Return ballot with postmark no later than April 30, 2016
- Ballots will be counted on Thursday, May 5, 2016

IAM and Petitioners are allowed to have an observer present during the ballot counting on May 5, 2016.

A majority of the votes cast will determine the outcome of each of the elections.

If you have any questions regarding this matter, please contact me at (562) 570.6140.

cc: Charles Parkin, City Attorney
 Laura L. Doud, City Auditor
 Tom Modica, Assistant City Manager
 Arturo Sanchez, Deputy City Manager
 Rebecca Jimenez, Assistant to the City Manager
 Ken Walker, Manager – Labor Relations