



Mendocino County Labor Representation Information

Prepared by Mendocino County Human Resources
Department 5/21/19

Mendocino County Bargaining Units Status and Representation

Bargaining Unit	# of Employees (as of 5/4/19)*	Recent Activity	Contract End Date	Representation
General Employees	762	In Negotiations	6/30/19	SEIU
Deputy Sheriffs	144	Prep Stage	6/30/19	Mastagni
Attorneys	26	In Negotiations	12/31/18	Teamsters
Probation	39	None	9/30/19	Teamsters
Law Enforcement Management	10	None	6/30/19	Self Represented
Confidential	26	Prep Stage	6/30/19	Self Represented
Department Heads	15	None	8/31/19	Self Represented
Management	41	None	9/30/19	Self Represented

*excludes extra help

Labor Representation - Poll of California Counties

Human Resources conducted a poll regarding labor representation on 5/17/19

38 responses received as follows:

Internal Team/Unit	Use Outside Representation	Combination of Both
8	24	6
21.1%	63.2%	15.8%

Mendocino County Combination Model

Bargaining Unit	Representation	Negotiation Team Lead
General Employees	SEIU	LCW
Deputy Sheriffs	Mastagni	LCW
Attorneys	Teamsters	LCW
Probation	Teamsters	LCW
Law Enforcement Management	Self Represented	LCW
Confidential	Self Represented	County - HR
Department Heads	Self Represented	County - HR
Management	Self Represented	County - HR

Historical Labor-Relations Contract Costs

Fiscal Year	Labor Relations Expense	Notes
FY13/14	138,145	
FY14/15	117,891	
FY15/16	118,401	
FY16/17	124,750	
FY17/18	92,207	
FY18/19	75,177	Actual through 4/30/19
FY19/20	150,000	Proposed for FY19/20



Advantages of Having Outside Representation

- The County has an experienced lead negotiator from the largest firm specializing in public sector employment law and labor.
- Lead negotiator is familiar with Mendocino County practices, ordinances, civil service rules and employment practices.
- Lead negotiator has established relationship with bargaining unit representatives.
- Lead negotiator has instant access to subject matter experts when needed in order to quickly access information and address matters as needed.
- Having an experienced labor law attorney at the table puts us on equal footing with bargaining units represented by both Mastagni and Teamsters, as each have an attorney as lead negotiator.
- Settling differences at the table with a full understanding of labor laws can avoid impasse, mediation, and arbitration which can be costly.