County Of San Diego Adopts Overhaul Of Local MMBA Rules

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Although we could send a message a day with kudos for all the accomplishments of the hardworking CALPELRA labor relations specialists, we note the accomplishment of the San Diego County’s labor relations staff because it constitutes a fitting conclusion to their CALPELRA Annual Conference presentation, and also because the County is in the vanguard of MMBA agencies that are revising their local rules after the institution of mandated factfinding and the issuance of numerous PERB decisions adverse to local agencies in the area of unit modification and recognition.

At the 2012 Annual Conference Donald Turko, Human Resources Director, San Diego County, shared his experience in “Revising The Local Rules Under The MMBA.” At the time of the training, San Diego was in the midst of a time consuming process to revise its local rules, with only a few minor obstacles standing in the way of consensus with all of its employee organizations. The County reached a final agreement with all unions on December 17, 2012.

On January 29, 2013, San Diego County’s Board of Supervisors adopted the revised local rules, making significant changes in the Labor Relations Ordinance (“LRO”). The measure, which passed unanimously, added much needed clarification following the recent factfinding legislation.
The substantive changes to the LRO include:

- Adding provisions for a factfinding process that includes specific timelines;
- Adding language that specifies the role and responsibilities of the factfinding panel chairperson;
- Adding language that delineates the hearing process procedures;
- Adding a process for a public hearing after impasse;
- Reducing the proof of support needed to require an election be conducted to decertify (challenge) an existing recognized employee organization from 50% to 35%, and for a unit modification from 50% to 30%, in line with the decisions of the Public Employment Relations Board.

The revised LRO documents can be found here.

Register for CALPELRA’s full-day Labor Relations Academy 9 training on preparing for factfinding and the public impasse hearing, currently scheduled for:
March 22, 2013, at the Four Points by Sheraton, Pleasanton, and
April 9, 2013, at the Centre At Sycamore Plaza, in Lakewood.

See the schedule for more information.