



CAMBRIA COMMUNITY HEALTHCARE DISTRICT

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CAMBRIA COMMUNITY HEALTHCARE DISTRICT

BOARD OF TRUSTEES

RESOLUTION NO. 04-18

RESOLUTION TO ADOPT CHANGES IN THE TERMS AND CONDITIONS OF EMPLOYMENT OF THE UNIT MEMBERS OF SEIU LOCAL 620, CAMBRIA PARAMEDIC ASSOCIATION

WHEREAS, the Cambria Community Healthcare District ("District") and the Service Employees International Union Local 620, Cambria Paramedic Association ("Association") have been engaging in negotiations on a successor agreement since the summer of 2017.

WHEREAS, during that time, the District was also dealing with a fiscal crisis related to loss of revenue and an increase in expenses.

WHEREAS, after extensive study, this Board took action on March 21, 2018 to eliminate one of its nighttime ambulances. However, given that the District and the Association were still engaged in negotiations, since that date it has eliminated one nighttime ambulance as to the A and C shifts but has not implemented it as to the B shift where Association members are assigned.

WHEREAS, the District provided the Association with its Last, Best Offer (attached hereto as Attachment A) which makes the changes to the terms and conditions of employment which are necessary to implement the 12-hour shift including ensuring unit members assigned to 12-hour shifts will be compensated the same as their colleagues working 24-hour shifts and therefore makes implementing changes providing 12-hour shift employees with a higher rate of pay.

WHEREAS, the Last, Best Offer also makes changes related to sick, vacation and holiday leave accrual. While employees will continue to accrue an amount equivalent to their current leave rate, the amounts will change as an employee who works 12-hour shifts needs to utilize less hours of leave in order to be gone for a shift than an employee on a 24-hour shift. Leave will also be accrued rather than frontloaded which will allow more flexibility in switching shifts.

WHEREAS, the District and the Association participated in a Factfinding Hearing on May 17, 2018 pursuant to Government Code section 3505.4.

WHEREAS, on June 8, 2018, the Factfinding Report ("Report") in Public Employment Relations Board Case No. LA-IM-262-M was issued to the District and the Association (attached hereto as Attachment B).

WHEREAS, on June 18, 2018, the Report was made public pursuant to Government Code section 3505.5.

WHEREAS, the Report determined the District "has a significant financial concern due to the loss of revenue and increased costs" and recommended that the District implement its Last, Best Offer (Attachment B).

WHEREAS, the Report further recommended delaying implementation of the 12-hour ambulance shifts for Association members until November 2018 or January 2019 depending on the outcome of the parcel tax election. However, given the District's projected budget, the District has significant concerns about its ability to remain fiscally solvent until then and believes the implementation must occur immediately.

WHEREAS, given that the District initially began initial discussions of its plan to eliminate one nighttime ambulance during the summer of 2017 and made a written proposal to the Association proposing 12-hour shifts on one of its vehicles in October of 2017, the Association has had adequate time to prepare for this impending change.

WHEREAS, in considering implementation, the Administration and the Board's goals are as follows: (1) Minimize any negative impact upon the residents of the District; (2) Maintain fiscal solvency; and (3) Ensure that employees do not experience a loss of salary.

WHEREAS, the Administration has determined that it is in the best interest of the District residents, employees and the public for the Board to implement its Last, Best Offer and recommends the Board hereby implement its Last, Best Offer which changes the terms and conditions of employment of the MOU with the Association.

NOW THEREFORE, the Board hereby imposes the Administration's recommendation to impose the District's Last, Best Offer as set forth in Attachment A.

NOW THEREFORE, BE IT RESOLVED AND ORDERED that this Resolution shall be effective immediately.

IN WITNESS WHEREOF, we the members of the Board of Trustees of the Cambria Community Healthcare District of San Luis Obispo County, California, have hereunto set our hands this 20th day of June, 2018.

Jerry Wood
President

Barbara Bronson Gray, R.N., M.N.
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Members of the Board of Trustees of the Cambria
Community Healthcare District