Sacramento Public Library Authority

May 24, 2012

Agenda Item 13.0: Service Contract: Legal Counsel for Labor Negotiations

TO: **Sacramento Public Library Authority Board Members**

FROM: **Rivkah K. Sass, Library Director**

RE: **Service Contract: Legal Counsel for Labor Negotiations**

RECOMMENDED ACTION(S):

Adopt Resolution 12-23, A Resolution Approving a Supplemental Agreement with Renne Sloan Holtzman Sakai, LLP for Labor Relations Consulting and Legal Services.

BACKGROUND

The Library currently has an agreement with Renne Sloan Holtzman Sakai, LLP to provide labor strategy, legal advice and services, and representation during negotiations with IUOE Local 39 for a new contract covering represented employees in the Library Unit. Those negotiations began in June, 2011, with anticipation of a speedy resolution, given the Authority's budget realities and that the current MOU covering those employees expired on December 31, 2011.

However, numerous delays led to a declaration of impasse on February 28, 2012. Ultimately, a unilateral implementation of terms of employment for the Library Unit was approved by the Authority Board on April 26, 2012. At that time, the Authority Board directed Library staff to resolve outstanding issues with Local 39 Library Unit as soon as practicable. In view of that directive, staff has scheduled meetings for late May and June.

REASON FOR RECOMMENDATION

In addition to the outstanding contract issues with Local 39 regarding employees in the Library Unit, the MOU with the Supervisory Unit of IUOE Local 39 expires on June 30, 2012, and negotiations with this unit must also be resolved. The Library Authority's number one priority is to complete these negotiations in a timely manner, with an outcome that preserves jobs, provides fair compensation and protects the public interest.

The Authority recognizes that in these challenging times, additional expertise is required to achieve the long-term results that will provide stability for both staff and the public. To that end, continued labor relations consulting and legal services are necessary to ensure that the public's interests are protected.

Library staff is recommending that a supplemental agreement with Renne Sloan Holtzman Sakai, LLP be approved in an amount not to exceed $60,000, increasing the total agreement to an amount not to exceed $110,000, which will allow for the resolution of outstanding issues with the Library Unit and completion of negotiations with the Supervisory Unit, resulting in mutually agreed upon collective bargaining contracts with Local 39 for both represented units.

Staff will continue to provide updates to the Authority Board on the process.

ATTACHMENTS

Resolution 12-23, A Resolution Approving a Supplemental Agreement with Renne Sloan Holtzman Sakai, LLP for Labor Relations Consulting and Legal Services.

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RESOLUTION NO. 12-23

Adopted by the Governing Board of the Sacramento Public Library Authority on the date of:

May 24, 2012

A RESOLUTION APPROVING A SUPPLEMENTAL AGREEMENT WITH RENNE SLOAN HOLTZMAN SAKAI, LLP FOR LABOR RELATIONS CONSULTING AND LEGAL SERVICES.

BE IT HEREBY RESOLVED BY THE GOVERNING BOARD OF THE SACRAMENTO PUBLIC LIBRARY AUTHORITY AS FOLLOWS:

1. A Supplemental Agreement with Renne Sloan Holtzman Sakai, LLP for Labor Relations Consulting and Legal Services in a total amount not to exceed $110,000 is approved.

2. The Library Director is authorized to sign all documents related to this contract within the approved terms.

_____
Sophia Scherman, Chair

ATTEST:

Rivkah K. Sass, Secretary

By:_____
Brenda Haggard, Assistant Secretary

ATTACHMENTS:
None.