

STATE OF CALIFORNIA
PUBLIC EMPLOYMENT RELATIONS BOARD



SERVICE EMPLOYEES INTERNATIONAL
UNION LOCAL 521,

Charging Party,

v.

COUNTY OF MONTEREY,

Respondent.


Case No. SF-CE-1293-M

SETTLEMENT AGREEMENT


In the interest of promoting harmonious labor relations between the parties and to avoid the uncertainty, inconvenience, and expense of litigation, the Service Employees International Union Local 521 (Local 521) and the County of Monterey (County), in settlement of the above-captioned unfair practice charge before the Public Employment Relations Board, agree as follows:

1. A dispute has arisen between the parties concerning direction to Animal Services staff members to refrain from discussing the employment classification or status of other staff members.
2. The County agrees to send the attached e-mail message referencing the aforementioned direction to all Animals Services staff members.
3. Local 521 hereby withdraws Unfair Practice Charge No. SF-CE-1293-M
4. This Settlement Agreement does not constitute an admission of wrongdoing, contract or statutory violation, or liability on the part of any party to this agreement. The parties agree that this settlement agreement does not change the MOU.
5. This Settlement Agreement represents a full and complete resolution of the claims and disputes between the parties based upon the above-referenced matter.
6. The undersigned parties represent that they have read and understand the terms of this settlement and that they are authorized to execute this Settlement Agreement on behalf of their principals.

For Charging Party:


Name CATHY E. STANLEY Date 12.10.15
Title Union Steward

For Respondent:


Name Lorena Paniagua-Castro Date 12/10/15
Title Associate HR Analyst-Employee Relations

For Charging Party:

Frank Gorden 12/10/15

Name FRANK GORDEN Date
Title CONTRACT ENFORCEMENT
SPECIALIST

Name _____ Date _____
Title _____

Name _____ Date _____
Title _____

For Respondent:

Name _____ Date _____
Title _____

Name _____ Date _____
Title _____

Name _____ Date _____
Title _____

Please see the emails below that were sent some time ago by Kate Davis-Hill and John Ramirez. The department seeks to clarify the position of the County on issues raised by SEIU with respect to those emails. To clarify, each employee has a right to privacy in his/her own personnel matters. But employees also have a right to discuss any management action that affects wages, hours, or terms and conditions of employment with their union representatives and each other, consistent with the MOU and the MMBA. For these reasons, Kate Davis-Hill's email and the first and third sentence of John Ramirez's email are withdrawn. The third sentence of John Ramirez's email is amended to read: "I would have everyone continue to focus on their job assignments." The County acknowledges that no employees have been accused of not completing their job assignments.