Handout - Agenda Item 7a

THE CITY OF
NOVATO
CALIFORNIA

922 Machin Avenue
Novato, CA 94945
415/899-8900
FAX 415/899-8213
www.novato.org

Mayor
Pat Eklund
Mayor Pro Tem
Denise Athas
Councilmembers
Pam Drew
Josh Fryday
Eric Lucan

Interim City Manager
Cathy Capriola

May 18, 2016

ABAG Administrative Committee
MTC Planning Committee
101 Eighth Street
Oakland, CA 94607

Dear ABAG Administrative Committee and MTC Planning Committee Members:

At the Novato City Council meeting of Tuesday, May 17, 2016, the Council authorized a letter to be sent, signed by the Mayor, requesting that action be taken to suspend MTC Resolution 42-10 and to support the actions proposed by SEIU 1021 related to ensuring a reasonable and smooth transition for the dedicated and professional ABAG employees whose livelihoods may be impacted by the contemplated merger.

The Council is aligned in its view that more time must be devoted to examining the ramifications of the merger plan, and strongly recommends that Resolution 4210 be suspended until such examination is thoroughly completed and that SEIU's recommended actions, as outlined in their letter of May 3, 2016 (attached), are incorporated into the merger implementation plan. We also feel that more time is needed to fully vet the various options presented in the Management Partners Report.

In short, we request that the ABAG Executive Board, MTC and the Joint Committee take the following actions in order to provide more time to consider the merger options:

1. Suspend MTC Resolution 4210.
2. Incorporate into the merger plan SEIU's recommended actions with respect to ABAG employee impacts to their employment, benefits and union status.

Thank you for your time and attention in considering our request.

Sincerely,

Pat Eklund
Mayor, City of Novato

Attachment:
1. SEIU Letter

cc: Novato City Council
Interim City Manager Cathy Capriola
Marin County Supervisor Steve Kinsey

LOCAL 1021
SEIU
Stronger Together

Roxanne Sanchez
President

Crawford Johnson
Region A

Tom Popenuck
Region B

Gary Jimenez
Region C

Larry Bradshaw
Region D

Marcus Williams
Region E

Pamela Holmes-Morton
Secretary

Paul Camarillo
Treasurer

Karen Joubert
Vice President of Representation

Alysabeth Alexander
Vice President of Politics

Ramses Teon-Nichols
Vice President of Organizing

Executive Board
Priscilla Agbunag
Pete Albert
Nancy Atwell
Akbar Bibb
Derrick Boutté
Gina Castillano
Gayle Chadwick
Gregory Correa
Evelyn Curiel
Rhea Davis
Karla Faucett
David Fleming
Nancy Ghanim
Cynthia Landry
Andrea Longoria
Renato Pena
Patricia Reynolds
Mercedes Riggleman
Valoria Russell-Benson
Eric Stern
Renita Terry
Denis Villanueva
Erika Watkins
Jim Wise

May 3, 2016

ABAG Administrative Committee
MTC Planning Committee
101 Eighth Street
Oakland, CA 94607

Dear ABAG Administrative Committee and MTC Planning Committee Members:

On behalf of the Service Employees International Union Local 1021 (SEIU 1021), I'm writing to express SEIU 1021's deep concern that the ABAG-MTC Merger Study thus far has not provided any detailed analysis or evaluation of the many potentially significant impacts to ABAG employees. Although we are generally supportive of the concept of developing a new unified regional planning agency, any plan to merge ABAG and MTC must address and resolve the impacts and issues related to ABAG's employees, retirees, benefits, and Union status.

For SEIU 1021 to support any merger plan, the ten following actions must be adopted as part of the merger implementation plan. We believe that these actions are reasonable and necessary to ensure a smooth and successful transition for the dedicated and professional employees responsible for implementing ABAG's many programs, and we would be vehemently opposed to any merger plan that does not incorporate these actions.

1. All current ABAG employees and programs will be preserved under the new agency (alternative: until a fully-merged new agency with a new governing structure is created).

2. All ABAG staff will maintain their title and seniority and be integrated into the new agency according to their title and seniority.

3. Maintain ABAG employee Union status until the new agency and new governing structure is formalized.

4. Until a new agency and new governing structure is formalized, any changes to the terms of employment contractually agreed upon between SEIU 1021 and ABAG must be approved and/or negotiated by SEIU 1021.

5. Guarantee card check neutrality and the opportunity for employees to explore unionization within the new agency.

Executive Board Budget & Finance Committee
Theresa Breakfield Kathryn Cavness Tina Diep Richard Greenwood
Doug Marr Julie Meyers Peggy La Rossa Paul Little Nadeen Roach

100 Oak Street ▪ Oakland, CA 94607 ▪ 510-350-4527 ▪ 877-510-1021 ▪ Fax 510-451-6928
Service Employees International Union CtW, CLC ▪ www.seiu1021.org

6. Ensure that all organizational and employee related decisions including hiring and firing must be approved by both the ABAG Executive Board and MTC Commission until the final governing structure and authority is formalized.

7. The new agency will honor all retirement benefits promised to current, former, and retired ABAG employees and assume all financial and other obligations, commitments, and liabilities for ABAG pensions, medical retirement benefits, and other retirement benefits.

8. Create a labor integration committee that includes SEIU 1021 representatives and that has the authority to negotiate the terms of employee, salary, and benefits integration in the new agency.

9. Create an independent integration oversight committee that includes labor representatives with authority to decide and implement integration policies and plans.

10. Hire a consultant to develop a plan for and facilitate integration of ABAG and MTC staff cultures and functions.

We look forward to working with the Joint Committee and Management Partners to develop a successful Merger Study that creates a stronger regional planning agency while protecting the people who make those programs successful. Please do not hesitate to contact Dana MacPherson, East Bay Director @ 510-207-3773 if you have any questions or would like to discuss this further.

Sincerely,

Dana MacPherson
Field Director-East Bay
SEIU Local 1021

Lee Huo
ABAG Chapter President
SEIU Local 1021