

June 18, 2024

Honorable Board of Supervisors
County of Alameda
1221 Oak Street, Suite 536
Oakland, California 94612-4305

SUBJECT: ESTABLISH NEW REPRESENTATION UNITS R51 (DA INSPECTORS) AND R52 (SUPERVISORY DA INSPECTORS) IN THE DISTRICT ATTORNEY'S OFFICE

Dear Board Members:

RECOMMENDATION:

Establish two (2) new Representation Units R51 (DA Inspectors) and R52 (Supervisory DA Inspectors) for the classifications of Inspector I (Job Code ("JC") 8533)/Inspector II (JC 8535)/Inspector III (JC 8536), and Lieutenant of Inspectors (JC 8540)/Captain of Inspectors (JC 8543), respectively, located in the District Attorney's Office ("DAO").

DISCUSSION/SUMMARY:

On November 16, 2023, the Alameda County Management Employees Association ("ACMEA") filed a petition for certification as the exclusive bargaining unit for the above-referenced five (5) classifications located in DAO and submitted signed petitions from a total of 55 employees in said classifications. Moreover, ACMEA requested to accrete the classifications into an existing ACMEA representation unit; however, staff determined that five (5) classifications did not share a community of interest with any of the ACMEA existing representation units. Thereafter, on March 28, 2024, ACMEA requested that the County of Alameda ("County") create one (1) new representation unit to represent the five (5) classifications.

However, the County Administrative Code precludes supervisory and non-supervisory classifications from being in the same representation unit. Specifically, the County Administrative Code Chapter 3.04 (Employer-Employee Relations), Section 3.04.080 (Procedures for establishing representation units.), subsection E, states: "...*Management and confidential employees and classifications having a majority of supervisory employees shall not be included in a representation unit containing classifications having a majority of nonmanagement, nonconfidential and nonsupervisory employees, respectively...*". Therefore, staff recommended creating two (2) new representation units; one (1) to represent the non-supervisory classifications, and the other to represent the supervisory classifications.

Staff proposed to ACMEA for the County to create two (2) separate representation units: R51 (DA Inspectors) for the non-supervisory classifications and R52 (Supervisory DA Inspectors) for the supervisory classifications. ACMEA agreed.

After reviewing ACMEA's petition and completing the validation of the employee signatures petitioning for representation, staff verified that ACMEA met the minimum threshold of signatures required by the County Administrative Code, Section 3.04.090 (Certification and decertification as a recognized employee organization.) for the five (5) classifications.

On May 8, 2024, pursuant to the County Administrative Code, Section 3.04.080 (Procedures for establishing representation units.), the County notified employees in the affected classifications of their right to submit petitions requesting changes in the proposed respective representation unit by May 28, 2024. The County did not receive any

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petitions requesting changes to the proposed respective representation units. Therefore, ACMEA successfully petitioned, pursuant to the Administrative Code provisions, to establish new Representation Units R51 consisting of the classifications of Inspector I (JC 8533), Inspector II (JC 8535), and Inspector III (JC 8536), and R52 consisting of the classifications of Lieutenant of Inspectors (JC 8540) and Captain of Inspectors (JC 8543). All five (5) classifications were previously Unrepresented, in Representation Unit 046.

Following your Board's approval of the recommendation as outlined above, the County will notify all recognized employee organizations of the newly established Representation Units, R51 and R52. Interested employee organizations will have fifteen (15) days to petition to represent the affected employees in the newly established Representation Units of R51 and R52, pursuant to the Administrative Code Section 3.04.090 (Certification and decertification as a recognized employee organization, subsections A through D). Final determination on representation for Units R51 and R52 will be submitted to your Board for certification thereafter.

SELECTION CRITERIA:

N/A


FINANCING:

There is no net County cost as a result of this action.

VISION 2026 GOAL:

The recommendation meets the 10x goal pathways of **Employment for All** in support of our shared vision of a **Prosperous and Vibrant Economy**.

Very truly yours,

DocuSigned by:

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Margarita Zamora, Interim Director
Human Resource Services

c: CAO
Auditor-Controller
County Counsel
District Attorney