



# STAFF REPORT

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April 19, 2023  
File Number 0740-30

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## **SUBJECT**

**ESCONDIDO CITY EMPLOYEES ASSOCIATION (ECEA): DECERTIFICATION AND RECOGNITION**

## **DEPARTMENT**

Human Resources

## **RECOMMENDATION**

Request the City Council adopt Resolution No. 2023-48, to address the change in recognized employee organizations from the Escondido City Employees Association (“ECEA”) – Administrative/Clerical/Engineering (“ACE”) Bargaining Unit, to Teamsters Local 911 (“Teamsters”) Administrative, Clerical, Engineering Bargaining Unit or the Escondido Police Officers’ Association (“EPOA”) Non-Sworn Bargaining Unit for designated classifications.

Staff Recommendation: Approval (Human Resources: Jessica Perpetua, Director of Human Resources)

Presenter: Jessica Perpetua, Director of Human Resources

## **FISCAL ANALYSIS**

None.

## **PREVIOUS ACTION**

The City and the Escondido City Employees’ Association Administrative/Clerical/Engineering Bargaining Unit have a Memorandum of Understanding covering July 1, 2021 through June 30, 2023.

## **BACKGROUND**

The City of Escondido Employer Employee Relations Resolution (“EERR”) provides the procedures for the decertification of a recognized employee organization; for the recognition of an employee organization; for the modification of established bargaining units; and provides the policy and standards for the employee relations officer to determine appropriate bargaining units. In January 2023, labor representatives from Teamsters and the EPOA submitted petitions from 51 and 8 members respectively who seek decertification from ECEA and recognition of Teamsters and/or EPOA Non-Sworn Bargaining Unit. Also, in January 2023, ECEA representative submitted a decertification and recognition certification which included the same decertification and recognition petition signature sheets previously provided by Teamsters and EPOA.



# CITY *of* ESCONDIDO

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City and representatives from ECEA, Teamsters and EPOA met and conferred on several occasions to discuss the best manner to implement the decertification and recognition petitions. A neutral third party reviewed the decertification and recognition petitions and found 67.44% of ECEA ACE members seek decertification. A majority of ECEA ACE members seek to have Teamsters Administrative, Clerical, Engineering Bargaining Unit become their exclusive representative for the purposes of collective bargaining and eight members of ECEA ACE seek to have EPOA Non-Sworn Bargaining Unit become their exclusive representative for the purpose of collective bargaining.

The City found the decertification and recognition petitions complied with the EERR and found that the classifications provided in Resolution 2023-48, Exhibit "A", are appropriate and should be represented by Teamsters in an Administrative, Clerical, Engineering Bargaining Unit and the classifications provided in Resolution 2023-48, Exhibit "B", are appropriate and should be represented by EPOA in the Non-Sworn Bargaining Unit.

On April 19, 2023, ECEA will no longer represent ACE members. Teamsters Administrative, Clerical, Engineering Bargaining Unit and EPOA Non-Sworn Bargaining Unit have agreed to become the recognized employee organizations for the respective positions and will replace ECEA as a party to the MOU for their respective new members.

### **RESOLUTIONS**

- a. Resolution No. 2023-48