



# Human Resources & Development Department COUNTY OF TULARE AGENDA ITEM

## BOARD OF SUPERVISORS

ALLEN ISHIDA  
District One

PETE VANDER POEL  
District Two

PHILLIP A. COX  
District Three

J. STEVEN WORTHLEY  
District Four

MIKE ENNIS  
District Five

**AGENDA DATE:** September 17, 2013

Public Hearing Required	Yes <input type="checkbox"/>	N/A <input checked="" type="checkbox"/>
Scheduled Public Hearing w/Clerk	Yes <input type="checkbox"/>	N/A <input checked="" type="checkbox"/>
Published Notice Required	Yes <input type="checkbox"/>	N/A <input checked="" type="checkbox"/>
Advertised Published Notice	Yes <input type="checkbox"/>	N/A <input checked="" type="checkbox"/>
Meet & Confer Required	Yes <input type="checkbox"/>	N/A <input type="checkbox"/>
Electronic file(s) has been sent	Yes <input checked="" type="checkbox"/>	N/A <input type="checkbox"/>
Budget Transfer (Aud 308) attached	Yes <input type="checkbox"/>	N/A <input checked="" type="checkbox"/>
Personnel Resolution attached	Yes <input type="checkbox"/>	N/A <input checked="" type="checkbox"/>
Agreements are attached and signature line for Chairman is marked with tab(s)/flag(s)	Yes <input type="checkbox"/>	N/A <input checked="" type="checkbox"/>

CONTACT PERSON: Rhonda Sjostrom      PHONE: 636-4900

**SUBJECT:** Registration of the Teamsters Union Local No. 948 as an employee organization.

**REQUEST(S):**

That the Board of Supervisors:

Approve the Registration of the Teamsters Union Local No. 948 as an employee organization.

**SUMMARY:**

The County's Employment Relations Policy (ERP) provides a uniform basis for employees to join organizations of their own choice and be represented by such organizations in their employment relationship with the County:

"A registered employee organization means an employee organization which has been registered with the Board, in accordance with Section 7 of the ERP, as an employee organization that represents employees of the County and has as one of its primary purposes of representing such employees in their employment relations with the County."

The Teamsters Union Local No. 948 have submitted the required information per Section 7 of the ERP required for Registration as an employee organization. A copy of their letter of request dated September 10, 2013 is attached.

The Teamsters also submitted evidence that County employees have authorized the organization to represent them in their employment relations, as required.

**SUBJECT:** Registration of the Teamsters **Union** Local No. 948 as an employee organization

**DATE:** September 17, 2013

**FISCAL IMPACT/FINANCING:**

None

**LINKAGE TO THE COUNTY OF TULARE STRATEGIC BUSINESS PLAN:**

Organizational Performance: Promote an organization that continuously demonstrates the value of its employee in fulfilling the County mission.

**ADMINISTRATIVE SIGN-OFF:**

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Rhonda Sjostrom, Interim  
Human Resources Director

Cc: Auditor-Controller  
County Counsel  
County Administrative Office (2)

Attachment(s) Letter of Request attached

**BEFORE THE BOARD OF SUPERVISORS  
COUNTY OF TULARE, STATE OF CALIFORNIA**

IN THE MATTER OF REGISTRATION OF     ) Resolution No. \_\_\_\_\_  
THE TEAMSTERS UNION LOCAL NO. 948    ) Agreement No. \_\_\_\_\_  
AS AN EMPLOYEE ORGANIZATION         )

UPON MOTION OF SUPERVISOR \_\_\_\_\_,         SECONDED         BY  
SUPERVISOR \_\_\_\_\_, THE FOLLOWING WAS ADOPTED BY THE  
BOARD OF SUPERVISORS, AT AN OFFICIAL MEETING HELD September 17, 2013,  
BY THE FOLLOWING VOTE:

AYES:  
NOES:  
ABSTAIN:  
ABSENT:

ATTEST: JEAN M. ROUSSEAU  
COUNTY ADMINISTRATIVE OFFICER/  
CLERK, BOARD OF SUPERVISORS

BY: \_\_\_\_\_  
Deputy Clerk

\* \* \* \* \*

Approved the Registration of the Teamsters Union Local No. 948 as an employee organization.

# TEAMSTERS LOCAL UNION NO. 948

TEAMSTERS, CANNERY WORKERS, FOOD PROCESSORS & HELPERS UNION

GENERAL JURISDICTION IN TULARE AND KING COUNTIES AND CANNERY AND FOOD

PROCESSING JURISDICTION IN FRESNO, MERCED AND STANISLAUS COUNTIES, CALIFORNIA

Affiliated with the International Brotherhood of Teamsters

1933 W. Caldwell, Suite 7 Visalia, California 93277  
Phone (559) 625-1061 Fax (559) 625-9269

1222 I Street Modesto, California 95354  
Phone (209) 522-9006 Fax (209) 523-3323



September 10, 2013

**ADAM OCHOA**  
Secretary-Treasurer

**SYLVIA LOVATO**  
President

**NORMA VENEGAS**  
Vice President

**MARTIN TORRES**  
Recording Secretary

**JESUS M. FLORES**  
Trustee

**CONSUELO HERRERA**  
Trustee

**STEVE VIEIRA**  
Trustee

County of Tulare  
2900 W. Burrell Avenue  
Visalia, Ca 93291

Att: Rhonda Sjostrom, Interim HR Director

Re: County of Tulare Employment Relations Policy  
Section 7. Registration of Employee Organizations

- (1) Name and address of the employee organization and the organization's local, district and international if applicable.

Teamsters Local Union No. 948  
1933 W. Caldwell Avenue, Suite 7  
Visalia, Ca 93277

Representing general jurisdiction in Tulare and Kings County and cannery and food processing in Fresno, Merced and Stanislaus Counties, California.

Affiliated with the International Brotherhood of Teamsters  
25 Louisiana Avenue, N.W.  
Washington, DC. 20001-2198

Affiliated with Joint Council of Teamsters No. 7  
250 Executive Park Blvd. Suite 3100  
San Francisco, Ca 94134-3306

- (2) A copy of the current constitution and bylaws, local and international if applicable.

See enclosure (Local Union Bylaws & IBT Constitution)

- (3) Current list of names and titles of its officers and the officers of its local, district and international if applicable.

See enclosure (Local Union No. 948 letterhead, Joint Council Roster, IBT Roster).

- (4) Two representatives or their designees authorized to speak for the organization and the name and address of one representative to whom the Board's agenda notice will be made available, and to whom such notices may be sent by regular United States mail, and to whom telephone notices may be made.

1. Christopher Zent, Business Representative

2. Adam Ochoa, Secretary-Treasurer/Principle Officer  
1933 W. Caldwell Avenue, Suite 7, Visalia, Ca 93277  
(559) 625-1061

- (5) Evidence that the organization does now have County employees in their membership or that County Employees have authorized said organization to represent them in their employment relations with the County.

See enclosure (employee Authorization for Representation Cards).

- (6) A list of classes containing employees who have authorized said organization to represent them in their employment relations with the County.

See enclosure (employee Authorization for Representation Cards).

- (7) A statement of the organization's objectives, including a statement that the organization has no restriction on membership based on race, creed, color, disability, age or sex.

See Local Union ByLaws (page 2), Section 4. Objects and Purposes

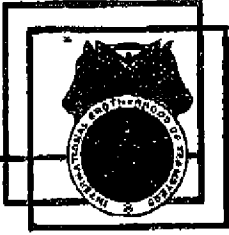
- (8) A written statement acknowledging review of this Policy, the Personal Ordinance and Personnel Administration Rules, and a statement agreeing to abide by the provisions of all laws pertaining to employment relations, including this Employment Relations Policy.

See attached statement.

**TEAMSTERS LOCAL UNION NO. 948**

TEAMSTERS, CANNERY WORKERS, FOOD PROCESSORS & HELPERS UNION  
GENERAL JURISDICTION IN TULARE AND KING COUNTIES AND CANNERY AND FOOD  
PROCESSING JURISDICTION IN FRESNO, MERCED AND STANISLAUS COUNTIES, CALIFORNIA

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Trustee

September 10, 2013

County of Tulare  
2900 West Burrel  
Visalia, Ca 93291

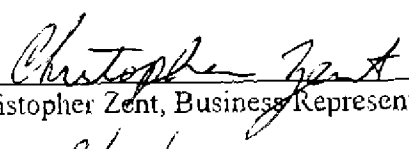
Dear Ms. Sjostrom,

This is to acknowledge that Teamsters Local Union No. 948 has reviewed the attached Policy, Personnel Ordinance and Personnel Administration Rules and hereby agree to abide by the provisions of all laws pertaining to employment relations, including this Employment Relations Policy as it relates to those employees that may be organized and represented by Local 948 who are employed by the County of Tulare, California.

  
Adam Ochoa, Secretary-Treasurer

Dated

9/9/2013

  
Christopher Zent, Business Representative

Dated

9/9/2013