



County of Monterey

Board of Supervisors
Chambers
168 W. Alisal St., 1st Floor
Salinas, CA 93901

Board Report

File #: 12-739, **Version:** 1

Approve the Memorandum of Understanding (MOU) for Resident Physicians Unit R for January 1, 2012 through December 31, 2014.

RECOMMENDATION:

It is recommended that the Board of Supervisors approve the Memorandum of Understanding (MOU) for Resident Physicians Unit R for January 1, 2012 through December 31, 2014.

SUMMARY:

The MOU has been finalized between the Service Employees' International Union (SEIU) Local 521 Resident Physicians Unit R and the County of Monterey and is submitted for approval by the Board of Supervisors. The MOU covers the period from January 1, 2012 through December 31, 2014.

DISCUSSION:

On Thursday, July 12, 2012, SEIU Local 521, representing the Resident Physicians of Monterey County, ratified a MOU between the County of Monterey and SEIU Local 521. The negotiated terms and conditions were rolled into the existing contract that is now submitted for approval.

This MOU includes the provision that Natividad Medical Center offer Spanish classes for the Resident Physicians and no pay increases.

OTHER AGENCY INVOLVEMENT:

Natividad Medical Center management and the representatives from the SEIU Local 521 have been consulted and have contributed to the development of this Agreement as presented.

FINANCING:

The cost of providing the Spanish classes will not exceed \$30,000 in FY 12-13 and FY 13-14 and will be absorbed into Natividad Medical Center's budget.

Prepared by

Approved by:

Brette Neal
Senior Personnel Analyst

Kim Moore
Acting Director of Human Resources

Date: August 3, 2012

Att: Master Contract for Unit R

cc: Mike Miller, Auditor Controller
Harry Weis, Natividad Medical Center CEO
Ben Franklin, Unit President SEIU Local 521