



Bill Luna
County Executive Officer

Jay E. Orr
Assistant County Executive Officer

Executive Office, County of Riverside

July 27, 2009

SEIU, Local 721
4336 Market Street
Riverside, CA 92501-3518

Attention: Cal Hackler – Chief Negotiator

Re: Implementation of Terms and Conditions of Employment

Dear Sir,

Representatives of the County have been meeting with you and other representatives of SEIU, Local 721 for approximately four months to negotiate a renewal of the 2005-2009 Memorandum of Understanding.

The fundamental issue in these negotiations, from the County's perspective, has been reducing payroll costs to respond to the current budget situation faced by the County. Unfortunately the parties have been unable to agree on the necessary cuts to reach the County's budgetary targets and have reached an impasse in the negotiations.

Section 15 of the County's Employee Relations Resolution No 99-379 provides several options when the parties are unable to conclude an agreement. The first three require mutual agreement of the parties and the fourth requires action of the Board of Supervisors.

Given the nature of the issues that separate the parties, the County does not believe that mediation, fact-finding, or other impasse resolution procedure will break the log jam. On that basis the Board of Supervisors has acted to give me authority to unilaterally impose terms and conditions of employment.

Enclosed is a document outlining the terms and conditions of employment for the units you represent, including the Parks and Waste District employees. These will be effective as of July 30, 2009, and will continue in effect until June 30, 2010, the end of the current fiscal year; unless a new MOU has been negotiated, ratified, and adopted by the Board before that time.

Yours truly,



BILL LUNA

County Executive Officer

cc: Ron Komers – Asst. CEO/HR Director
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