

MOTION BY SUPERVISORS JANICE HAHN AND  
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December 12, 2017

**Labor Management Transformation Council**

The important work we do on behalf of our County residents is most effective when performed collaboratively. Long gone are the days when “top-down” management was considered an acceptable approach to leadership of large County agencies. Working together should not be just a feel-good phrase; it should be a principal of action that we all strive for. Our Health Agency (Agency) is a great model for this approach. Under the leadership of Dr. Katz, over the past five years, labor representatives from American Federation of State, County, and Municipal Employees (AFSCME) Local 2712, AFSCME Local 3511, Committee of Interns and Residents – Service Employees International Union (SEIU), SEIU Local 721, Teamsters Local 911, and the Union of American Physicians and Dentists (UAPD), along with managers from the Departments of Health Services (DHS), Mental Health (DMH) and Public Health (DPH) have come together, not just to discuss problems and day-to-day issues, but to actively explore ways of advancing the Agency’s mission and enhance the way they serve their clientele. They call it the Labor Management Transformation Council (Council).

-MORE-

**MOTION**

SOLIS	_____
RIDLEY-THOMAS	_____
HAHN	_____
BARGER	_____
KUEHL	_____

Many positive changes have already come from the work of the Council. Customer service to patients and clients has improved across all three agencies. Positions that have historically been difficult to hire for are being filled. Collaborative relationships are emerging between frontline staff and managers. The Council has taken a leadership role in educating the public on the effects of a repeal of the Affordable Care Act, forged a joint response to the Exide crisis and created a cultural curriculum that is being implemented throughout the Agency.

Yet, despite all the great work that the Council has achieved across the Health Agency, it still only exists as a sub-committee within the DHS. DMH, DPH and the participating unions have made commitments of staffing and resources to further strengthen the Council, but we believe a formal designation of the Council should occur, in order to continue the great progress being made to ensure that our County's Health Agency is both a service provider and employer of choice for years to come.

**I, THEREFORE MOVE** that the Board of Supervisors instruct the Chief Executive Officer to work with executive management of the Health Agency, along with American Federation of State, County, and Municipal Employees (AFSCME) Local 2712, AFSCME Local 3511, Committee of Interns and Residents – Service Employees International Union (SEIU), SEIU Local 721, Teamsters Local 911, and the Union of American Physicians and Dentists (UAPD) to create a formal Labor Management Transformation Council within the Health Agency and report back on a strategic plan that includes proposed funding and staffing levels within 60 days.

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JH:jh/jb