RESOLUTION - ACTION REQUESTED 2017-746

MEETING: November 7, 2017

TO: The Board of Supervisors

FROM: Steve Dahlem, County Counsel - Interim Human Resources Director

RE: Approve a Side Letter of Agreement with MCMCO

RECOMMENDATION AND JUSTIFICATION:
Approve a Side Letter of Agreement with the Mariposa County Managerial and Confidential Organization (MCMCO) regarding new employee orientation access and disclosure of employee contact information; and Authorize the Board of Supervisors Chair to Sign the Side Letter.

On June 27, 2017, Governor Brown signed AB 119 into law which provides recognized public employee unions or employee associations the right to participate in new employee orientations. The law compels the County to negotiate the structure, time, and manner of that participation. AB 119 further requires the County to provide the union certain information of any newly hired employee within a particular time frame and also provide to the union certain information for all employees in a bargaining unit at least every 120 days.

The County and MCMCO met and discussed both issues and came to an agreement to determine 1) at what point in the new employee orientation the union could participate; and 2) the employee information that the County would release to the union within particular time frames. The Side Letter of Agreement, which is attached, represents the agreement between the parties as follows: 1) the union will participate in new employee orientations 15 minutes before the end of each orientation if there are employees present who are in a MCMCO designated classification; and 2) employee information that will be released to the union will consist of the name; job title; department; work location; work, home, and personal cell phone numbers; personal email address for new hires only; and home address. The County and the union agreed that employees may opt out of having their home phone number and personal email address provided to the union.

BACKGROUND AND HISTORY OF BOARD ACTIONS:
There is no previous Board action on this matter. The Board has entered into Side Letters of Agreement with MCMCO in the past on other issues.

ALTERNATIVES AND CONSEQUENCES OF NEGATIVE ACTION:
N/A. This action ratifies the agreement between the County and MCMCO.
FINANCIAL IMPACT:
N/A.

ATTACHMENTS:
MCMCO Side Letter of Agt (PDF)

RESULT: ADOPTED BY CONSENT VOTE [UNANIMOUS]
MOVER: Merlin Jones, District II Supervisor
SECONDER: Kevin Cann, District IV Supervisor
AYES: Smallcombe, Jones, Long, Cann, Menetrey