



**Contra  
Costa  
County**

To: Board of Supervisors  
From: David Twa, County Administrator  
Date: September 19, 2017

Subject: Resolution No. 2017/329 - Teamsters Local 856 Side Letter to Modify Section 2.9 of the MOU

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**RECOMMENDATION(S):**

ADOPT Resolution No. 2017/329 approving the Side Letter between the County and Teamsters Local 856, to modify Section 2.9 of the Memorandum of Understanding pursuant to AB 119.

**FISCAL IMPACT:**

This is a change to administrative process and has no direct fiscal impact.

**BACKGROUND:**

AB 119, which mandates union access to new employee orientations, was passed on June 27, 2017 and took effect immediately. The bill places an affirmative burden on public agencies to immediately begin doing three things:

1. Providing 10 days' advance notice of any new employee orientation (Gov. Code §3556);
2. Providing to the union the name, job title, department, work location, work, home, personal cellular telephone number, personal email address, and home address of any new employee within 30 days of hire or by the first pay period of the month following hire (Gov. Code §3558);

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☒ APPROVE

☐ OTHER

☒ RECOMMENDATION OF CNTY

☐ RECOMMENDATION OF BOARD

ADMINISTRATOR

COMMITTEE

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Action of Board On: **09/19/2017** ☒ APPROVED AS RECOMMENDED ☐ OTHER

Clerks Notes:

**VOTE OF SUPERVISORS**

AYE: John Gioia, District I Supervisor  
Candace Andersen, District II Supervisor  
Diane Burgis, District III Supervisor  
Karen Mitchoff, District IV Supervisor  
Federal D. Glover, District V Supervisor

I hereby certify that this is a true and correct copy of an action taken and entered on the minutes of the Board of Supervisors on the date shown.

ATTESTED: September 19, 2017

David Twa, County Administrator and Clerk of the Board of Supervisors

Contact: Jeff Bailey, Labor Manager  
(925) 335-1017

By: June McHuen, Deputy

3. Providing to the union the information in #2 every 120 days for all employees(Gov. Code §3558).

Most of the County's current memoranda of understanding include a procedure for unions to access employees during orientation. Several of our bargaining groups, including Teamsters 856, requested that the County bargain over the structure, time, and manner of access of the union to a new employee orientation. The attached side letter, dated September 6, 2017, is the resulting agreement reached with Teamsters.

## BACKGROUND: (CONT'D)

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The County and Teamsters Local 856 agree to incorporate the side letter of agreement into Section 2.9 – Written Statement for New Employees of the Memorandum of Understanding (MOU) between Contra Costa County and Teamsters Local 856.

## CONSEQUENCE OF NEGATIVE ACTION:

If the side letter of agreement is not approved, the current process for onboarding new employees will continue until an alternative process is adopted.

## ATTACHMENTS

Resolution No. 2017/329

Side Letter with Teamsters dated 9-6-17