



**Contra
Costa
County**

To: Board of Supervisors
From: David Twa, County Administrator
Date: September 10, 2019

Subject: SEIU Local 1021 Side Letters to Modify Section 2.1 of the Rank and File and Service Line Supervisors Memoranda of Understanding

RECOMMENDATION(S):

ADOPT Resolution No. 2019/560 approving the attached Side Letter Agreements between the County and SEIU Local 1021, to modify Section 2.1 of the Rank and File and Service Line Supervisors Memoranda of Understanding pursuant to AB 119 and SB 866.

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. The bill requires public agencies to provide 10 days' advance notice to the applicable union of any new employee orientation. In addition, the bill also requires public agencies to provide to the unions, 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. The same information must also be regularly provided to the unions for all employees every 120 days. Most of the County's current memoranda of understanding already include a procedure for unions to access employees during orientation. Several of the County's

☒ APPROVE

☐ OTHER

☒ RECOMMENDATION OF CNTY
ADMINISTRATOR

☐ RECOMMENDATION OF BOARD
COMMITTEE

Action of Board On: **09/10/2019** ☒ APPROVED AS RECOMMENDED ☐ OTHER

Clerks Notes:

VOTE OF SUPERVISORS

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

ABSENT: John Gioia, District I Supervisor

Contact: Lisa Driscoll, County Finance
Director (925) 335-1023

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 10, 2019

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

By: Jami Napier, Deputy

bargaining groups, however, have requested to negotiate the structure, time, and manner of access of the union to a new employee orientation, as permitted under the bill.

BACKGROUND: (CONT'D)

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SB 866, which addresses how public agencies and unions are to manage union membership dues, was passed on June 27, 2018. As a result of the bill, unions are now responsible for informing the County of any current dues deductions for their members.

The attached side letters are the resulting agreements reached with SEIU Local 1021. The County and SEIU Local 1021 have agreed to incorporate the side letters into Section 2.1 – Union Security of the Memoranda of Understanding (MOU) between Contra Costa County and SEIU Local 1021.

CONSEQUENCE OF NEGATIVE ACTION:

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

ATTACHMENTS

Resolution 2019/560

Side Letter - SEIU 1021 Rank and File

Side Letter - SEIU 1021 Service Line Supervisors