

**COUNTY OF SAN DIEGO, CALIFORNIA
BOARD OF SUPERVISORS POLICY**

Subject

Legislative Policy: Employee Relations

**Policy
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M-16

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Purpose

To establish the Board of Supervisors' legislative policy regarding public sector employee relations, and to provide guidance to the County's legislative representatives when advocating the County's interests to legislators, other elected officials and policy makers.

Background

The legal framework of labor relations for public employees in California is subject to continuing change by employee organization efforts. Each year several bills are introduced which, require binding arbitration of labor disputes, and special rules and procedures for certain groups of employees such as safety officers.

Policy

The legislative policy of the Board of Supervisors regarding public sector employee relations is to:

1. Oppose the adoption of national public employee relation legislation preempting State and local laws.
2. Support federal legislation that would allow for different regulations for public sector employers like the County, in recognition of the essential and sensitive nature of the services provided to the public, and the need for public sector employers to maintain accountability to the public for their employees' actions.
3. Oppose coverage of all public employees, including public school employees, under one comprehensive act.
4. Oppose amendments to the current statute (Meyers-Milias-Brown Act) which would broaden it by adding provisions now included in the three other public employer-employee statutes (E.E.R.A., S.E.E.R.A., and H.E.E.R.A.).
5. Support removal of Supervisory, Management, Highly-Compensated Professional and Confidential employees, from coverage under current statute.
6. Oppose compulsory, binding arbitration of interest disputes for all employees, including special groups such as police and fire.

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7. Oppose legislation which grants public employees the right to strike or to engage in other types of work actions.

8. Support exclusion of matters relating to levels of service from bargaining.

9. Oppose employee organizations contributing to or endorsing the candidacy of members of local agency governing boards.

10. Support legislation which makes it an Unfair Labor Practice for employee organizations to interfere with the mission of the agency or management's right to manage.

Responsible Departments

Chief Administrative Office

Office of Strategy and Intergovernmental Affairs

Sunset Date

This policy will be reviewed for continuance by 12-31-25.

References

Board Action 10-13-76 (20)

Board Action 9-7-77 (10)

Board Action 9-7-77 (11)

Board Action 12-11-84 (28)

Board Action 1-29-91 (78)

Board Action 10-31-06 (14)

Board Action 12-09-08 (33)

Board Action 11-08-11 (24)

Board Action 10-30-18 (23)