



County of San Diego

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**LETTER OF UNDERSTANDING
BETWEEN THE
COUNTY OF SAN DIEGO
AND THE
SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 221, CLC
(AE, CL, FS, HS, MM, PR, PS, RN, SS, AND SW UNITS)**

IN THE MATTER OF NEW EMPLOYEE ORIENTATION

This attests to and records the agreement of the County of San Diego and the Service Employees International Union (SEIU), Local 221, CLC regarding changes to New Employee Orientation language in SEIU 221-represented Memoranda of Agreement effective on June 24, 2019.

I. New Employee Orientation

- A. The County shall provide at least 10-days advance notice of the New Employee Orientation.
- B. Each newly hired employee, as part of the County's New Employee Orientation meeting, will attend a forty-five (45) minutes session, conducted by the Union, at 11:15 am without loss in compensation.
- C. Union designee(s), including, but not limited to, Authorized Union representative(s), officers, stewards, and members, shall conduct the sessions covered under this Agreement.

II. Release Time

The County shall grant up to two (2) Union designee(s) release time to conduct the Union's portion of the County's New Employee Orientation if there are under 26 employees represented by SEIU in attendance. If there are between 26 and 35 employees represented by SEIU at the County's New Employee Orientation, the County shall grant up to three (3) Union designees release time. If there are over 35 employees represented by SEIU at the County's New Employee Orientation, the County shall grant up to four (4) Union designees release time. The release time includes reasonable time for travel and set up, without loss in compensation.

III. Employee Information

- A. The County shall provide the Union designee(s) with electronic notification in malleable electronic format of the name, job title, department, work location, work, home and personal cellular telephone numbers, personal email addresses on file

with the County, and home address of any newly hired employee within seven (7) calendar days of the date of hire.

- B. The County shall provide the Union with a list of information (name, job title, department, work location, work, home and personal cellular telephone numbers, personal email addresses on file with the County) for all employees in the bargaining unit at least every 120-days.

IV. Notice of Newly Hired Employee(s)

The County shall provide the Union designee(s) an electronic list of expected participant(s) in advance of the County's New Employee Orientation, the list of expected participant(s) shall include name, job title, department, on file with the County.

V. Neutrality

- A. The County representatives will not interfere during the Union's portion of the County's New Employee Orientation.
- B. Consistent with Government Code section 3550, which states a public employer shall not deter or discourage public employees or applicants to be public employees from becoming or remaining members of an employee organization, or from authorizing representation by an employee organization, or from authorizing dues or fee deductions to an employee organization, the County representatives shall refrain from any discussion, mention, written, verbal, or other communication with bargaining unit employees that would, in any way, disparage the Union or intimidate bargaining unit employees from joining or participating with the Union. County representatives shall refrain from any mention of who can and cannot join or participate in with the Union with the sole exception of distinguishing bargaining unit employees from non-represented units. Further, the County shall not make any announcement about whether bargaining unit employees are required to stay for the Union's forty-five (45) minutes presentation, nor schedule any activity in connection with the onboarding session that occurs at the same time as the Union's presentation.

VI. Facility and Resource Access

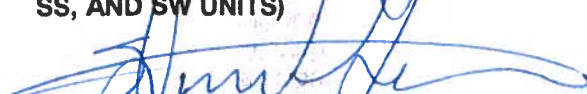
The Union shall have the right to access and use the County's facilities and audio-visual equipment, if available, to conduct sessions with newly hired employees. The County shall set a start time for all SEIU represented employees that gives the Union designee(s) forty-five (45) minutes to present.

FOR THE COUNTY OF SAN DIEGO:



CLINT OBRIGEWITCH
Labor Relations Manager
Date: 5/31/19

FOR THE SERVICE EMPLOYEES
INTERNATIONAL UNION, LOCAL 221,
CLC (AE, CL, FS, HS, MM, PR, PS, RN,
SS, AND SW UNITS)



DAVID GARCIAS
President
Date: 5/31/2019