



Board Agenda Item 28

DATE: February 12, 2019

TO: Board of Supervisors

SUBMITTED BY: Paul Nerland, Director of Human Resources

SUBJECT: Addendum to Memorandum of Understanding for Unit 2

RECOMMENDED ACTION(S):

Approve the Addendum to Memorandum of Understanding regarding Union/Association Leave of Absence for Unit 2, represented by Fresno County Public Safety Association, effective January 1, 2019

Approval of the recommended action would effectuate the tentatively agreed upon terms and conditions as delineated herein regarding Senate Bill 1085, granting a reasonable leave of absence without loss of compensation for the purpose of enabling employees to serve as stewards or officers of the Association.

ALTERNATIVE ACTION(S):

There is no viable alternative action.

FISCAL IMPACT:

There is no cost associated with the recommended action.

DISCUSSION:

On September 28, 2018, Senate Bill 1085 was approved, adding Section 3558.8 to the State Government Code, requiring public employers to grant to public employees, upon request of the exclusive representative of that employee, reasonable leaves of absence without loss of compensation or other benefits for the purpose of enabling employees to serve as stewards or officers of the exclusive representative, or of any statewide or national employee organization with which the exclusive representative is affiliated. Leave may be granted on a full-time, part-time, periodic, or intermittent basis. Section 3558.8 also states that the employee organization shall reimburse the public employer for all compensation paid to the employee on leave.

As a result of this legislative action, your Board's representatives have met and conferred with Fresno County Public Safety Association regarding an addendum which will add and/or delete language pursuant to SB 1085 and Government Code Section 3558.8.

ATTACHMENTS INCLUDED AND/OR ON FILE:

Addendum to MOU for Fresno County Public Safety Association - Unit 2

CAO ANALYST:

Debbie Paolinelli