



# CENTRAL LABOR COUNCIL

## FRESNO • MADERA • TULARE • KINGS COUNTIES

### AFL-CIO

Serving Fresno, Madera, Tulare, and Kings Counties



Nathan Magsig  
Chairman  
Fresno Board of Supervisors, District 5

**RE: Opposition to PERSONNEL RULE 7 – LEAVES #7025**

Chairman Magsig,

**RECEIVED**  
AUG 05 2019

CLERK. BOARD OF SUPERVISORS

The Fresno-Madera-Tulare-Kings counties, Central Labor Council, along with our 53 affiliated unions, would like to make public our opposition to the proposed amendments to Personnel Rule 7, forcing county workers to take unpaid leave should they chose to seek public office, while excluding sitting members of the board and department heads.

This policy seeks to limit the ability of employees to actively participate in the electoral process if they do not have time accrued on the books. Furthermore, there has never been a restriction placed on workers who run for elected office. The current rule gives the ability of those running for elected office to be granted a leave of absence without pay. The County has admitted that the intent of the proposed changes aims to deal with an individual running for office and campaigning on County time and to protect the County and employees against accusations in the media.

As you must know, most employees do not have high accruals of time on the books. This would force them to then go without multiple paychecks should they choose to run for office. Most working people utilize their own resources to run their campaigns. Furthermore, if you are a current elected official this rule does not apply to you, thereby protecting incumbent Supervisors and Department Heads. Not only do we view the intent of this proposal to be politically motivated, but we also question the constitutionality of the changes.

In addition, the County has failed to meet and confer in good faith with all bargaining units on this item. Initial meetings with our affiliates resulted in several follow-up questions that have yet to be addressed. Under the Meyers-Millias-Brown Act, the County must give all bargaining units the opportunity to present counter proposals, or this action constitutes as an unfair labor practice.

Our Central Labor Council represents more than 6500 Fresno County workers and more than 8,000 IHSS workers who bargain with the County of Fresno. Such a rule would not only violate these workers constitutional rights, it will appear as a shameful attempt to silence county workers who are often vocal critics of County budget priorities.

Please delay a vote on this item and seek legal counsel of the constitutionality of this proposal. We would appreciate if County staff would be instructed to follow the proper procedures of collective bargaining while that process completed.

Respectfully,

Dillon Savory  
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