



Legislation Text

File #: 24-646, **Version:** 1

Report Prepared by: Suzanne Fierro, Human Resources Manager

SUBJECT: Approval of a Resolution to Establish a New Employer-Employee Relations Policy

REPORT IN BRIEF

Considers approving a Resolution to establish a new Employer-Employee Relations Policy.

RECOMMENDATION

City Council - Adopt a motion approving **Resolution 2024-73**, a Resolution of the City Council of the City of Merced, California, Rescinding Resolution 80-106 and Establishing Employer-Employee Organization Relations within the City of Merced (Excluding Local 1479).

ALTERNATIVES

1. Approve, as recommended by staff; or,
2. Deny; or,
3. Refer back to staff for instructions.

AUTHORITY

Resolution No. 80-106 - Resolution of the City Council of the City of Merced Establishing an Employer-Employee Organizations Relations Policy.

Chapter 10, Division 4, Title 1 of the Government Code of the State of California (Section 3500 et seq.) captioned "Local Public Employee Organizations" (the Meyer Milias Brown Act or MMBA.)

CITY COUNCIL PRIORITIES

As provided for in the 2023-24 Adopted Budget.

DISCUSSION

This proposed Resolution seeks to implement Chapter 10, Division 4, Title 1 of the Government Code of the State of California (Sections 3500 et seq.) Meyers-Milias Brown Act (MMBA), by providing orderly procedures for the administration of employer-employee relations between the City of Merced and its employee organizations. This Resolution is intended to strengthen civil service and other methods of administering employer-employee relations through the establishment of uniform and orderly methods of communications between employees, employee organizations and the City.

The proposed attached resolution seeks to provide procedures for meeting and conferring in good faith with the Recognized Employee Organizations regarding matters that directly and significantly affect and primarily involve the wages, hours, and other terms and conditions of employment of employees in appropriate units and that are not preempted by federal or state law.

The City last revised its employee-employer relations policy in December of 1980. Since that time, much has changed in the arena of employee-employer relations. The new policy will bring the City into compliance with the new legal requirements. The policy has been reviewed and approved by the MACE, AFSCME, and Police Union Groups. The City will continue to meet and confer with Fire and will bring a separate policy forward once the meet and confer process is complete.

IMPACT ON CITY RESOURCES

No appropriation of funds is needed.

ATTACHMENTS

1. Resolution 2024-73