



CITY OF REDDING
 777 CYPRESS AVENUE, REDDING, CA 96001
 P.O. Box 496071, REDDING, CA 96049-6071

September 5, 2017
 P-100-050-070

Charley Souders, Business Representative
 IBEW Local 1245
 PO box 2547
 Vacaville, CA 95696

Subject: Side Letter of Agreement between the City of Redding regarding AB 119 - New Hire Orientation with IBEW Maintenance and Electric

Dear Charley,

As you are aware on June 27, 2017, Governor Brown approved Assembly Bill 119 into law and it went into effect immediately upon his signing. On July 13, 2017 we met and discussed the process for collaboratively working together to comply with AB 119. The law requires each public employer, such as the City of Redding, to provide the exclusive union or agency representative mandatory access to all new employee orientations of classifications it represents. The City of Redding will work with the IBEW Maintenance and Electric bargaining units to provide advanced notice, up to 10 days, of the new hire orientation so an exclusive representative of IBEW will have access to new employee orientations up to thirty minutes. IBEW agrees to provide a list of shop stewards for Personnel that IBEW will use for the new hire orientations throughout the year. Once the City notifies IBEW of the new employee orientation, IBEW will identify which steward will attend, and will ask the City to provide a work release request to the City for the steward at the Union's expense.

Additionally, the City will provide IBEW the following information within 30 days of hiring an IBEW represented employee; the name, job title, department, work location, work, home, and personal cellular telephone numbers, personal email addresses on file with the employer, and the home address of the new hire. The City will provide IBEW with a list of all information for all employees in the bargaining unit every 120 days.

If this is consistent with your understanding, please sign and date two copies of the enclosed letter, return one to me, and keep the other for your records.

Sincerely,

Sheri DeMaagd
 Personnel Director

The Union concurs with the above:

Charley Souders, Labor Representative
 IBEW Local 1245

9/10/17

Date

- c: City Council
- Barry Tippin, City Manager
- Dan Beans, Interim Director of Electric Utility
- Bran Crane, Director of Public Works

