

CITY OF REDDING

777 CYPRESS AVENUE, REDDING, CA 96001

P.O. BOX 496071, REDDING, CA 96049-6071

November 16, 2017
P-100-050-190

Chris Darker, Labor Representative
United Public Employees of California, Local 792
1800 Park Marina Drive
Redding, CA 96001

Subject: Side Letter of Agreement between the City of Redding and United Public Employees of California Local 792- Redding Fire Management Unit (UPEC-RFMU) regarding AB 119 - New Hire Orientation

Dear Chris,

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. AB 119 requires each public employer, such as the City of Redding, to provide the exclusive union or agency representative mandatory access to all new hire employee orientations of classifications it represents. The City will provide UPEC-RFMU 10 calendar days advance notice of orientations to enable an exclusive representative of UPEC-RFMU access of up to thirty minutes, at the end of the orientation process, to present Union membership information. This notice will include the time, date and location of the orientation. UPEC-RFMU agrees to provide Personnel a list of representatives or shop stewards that UPEC-RFMU will utilize for the new hire orientations throughout the year. Once the City notifies UPEC-RFMU of the new employee orientation, UPEC-RFMU will identify the representative or steward that will attend and notify the City 5 calendar days advance notice of orientations. The City will prepare a work release request for the steward at the Union's expense, if applicable.

Additionally, the City will provide UPEC-RFMU a digital file via email to the email address designated by UPEC-RFMU containing the following information within 30 days of hiring an UPEC-RMFU represented employee: the name, job title, department, work location, work, home, and personal cell phone numbers, personal email addresses on file with the employer, and the home address of the new hire. The City will also provide UPEC-RFMU a list of all information for all employees in the bargaining unit every 120 days. Employees transferring from another bargaining unit are not considered new hires per AB119, and will not be part of the 30 day report; however their information will be captured in the 120 day report. The City will forward dues forms to UPEC-RFMU as soon as they are completed by the employee.

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,

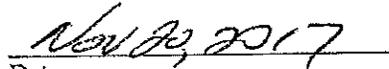
A handwritten signature in blue ink that reads "S. DeMaagd".

Sheri DeMaagd
Personnel Director

Side Letter with COR and UPEC-RFMU
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The Union concurs with the above:


Chris Darker, Labor Representative


Date

c: City Council
Barry Tippin, City Manager
Chief Gerry Gray, Fire Chief