



Santa Cruz Consolidated  
Emergency Communications Center

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COMMUNICATIONS PERSONNEL  
POLICY/PROCEDURE

Policy No: 1130  
Date Issued: December 1, 1993  
Date Revised:

APPROVED:

  
Board Chairperson

SUBJECT: LABOR RELATIONS

1. The Meyers-Miliias-Brown Act (MMBA), Government Code 3500-3510, and Authority Resolution No. 94-001 define employee rights to join employee organizations or refrain therefrom as well as provide the process by which public employees may form a collective bargaining/representative unit.

1.1 A Representative Unit may be independent from an established Union.

1.2 A Representative Unit may be affiliated with an established Union.

2. Compulsory membership in any labor union or employee organization is not a prerequisite for employment with the Authority.

3. The Personnel Policies as set forth in Policy Section 1000 shall apply to all employees of the Authority.

3.1 In cases where a direct conflict exists between these Policies and an approved Memorandum of Understanding between the Authority and an employee organization, then the Memorandum of Understanding will supersede the Authority Policy for those employees so represented.

4. Should an employee organization be recognized as the Exclusive Representatives of Center employees in accordance with the MMBA and Authority Resolution No. 94-001, the Board of Directors will designate those persons who shall represent the Joint Powers Authority to meet and confer in good faith with the Exclusive Representatives.

5. Neither the Authority nor any employee may coerce, intimidate or discriminate against any other employee for exercising their rights guaranteed under the MMBA, this Policy, and/or Authority Resolution No. 94-001.