COUNTY CONTRACT
188.1

SIDE LETTER AGREEMENT BETWEEN
THE COUNTY OF GLENN (COUNTY)
AND
THE UNITED PUBLIC EMPLOYEES OF CALIFORNIA, 792, (Union) AS THE REPRESENTATIVES OF THE GENERAL UNIT

NEW EMPLOYEE ORIENTATION

The County and the Union enter into this Agreement to implement the terms of Assembly Bill 119. It is agreed that the terms of this Agreement are incorporated into the respective MOU's by specific reference and, further, that this Agreement will be incorporated into the body of a successor MOU when agreement is reached on such successor.

New Employee Orientation
This shall apply to new employees hired after the date of the Agreement who are appointed to a classification within the bargaining units for which the Union is recognized as the exclusively recognized employee organization.

The parties acknowledge that the County provides a new employee orientation meeting ("orientation") to all new employees hired by the County, but does not distinguish between bargaining units in conducting the orientation.

The parties agree that the County will notify the union via emails, to the Labor Relations Representative and the Union Office Manager, the time, date, and location of the orientation including the number of bargaining unit employees and their unit, anticipated to be in attendance 10 calendar days prior to new hire orientations being held. These orientations will normally be scheduled on the 2nd and 4th Tuesday of each month.

The Union representative(s) will be given up to 30 minutes to meet with new employees at the new employee orientation. Attendance of the new employee at the Union portion of the orientation is mandatory. Management will be excused during the Union portion of the orientation and the Union agrees in its portion of the orientation not to engage in speech that could cause substantial disruption or material interference with County activities.

The County agrees to release time for one current employee, appointed by the Union, to attend these meetings and for travel time to and from the orientation. The Union will provide the County with the name of the representative on release time at least five (5) days prior to the orientation.

Information Provided
Via digital file (currently an excel spreadsheet) the County will as soon as possible, but within no more than 15 days, of hire provide the Union with the following information regarding the new employee:

Name	Job Title
Department	Work Location
Home Address	Work, Home and Personal Phone Numbers

The County will also provide the Union this same information, via digital file, on all bargaining unit members on a quarterly basis.

Notwithstanding the foregoing, limited to the express purpose of Assembly Bill 119 requirements only, an employee may opt out via written request to the County (copy to the Union) to direct the County to withhold disclosure of the employee's:

Home Address
Personal Cellular Phone Number
Birth Date
Home Phone Number
Personal Email Address

For the County:

Keith Corum, Chairman of the Board
Glenn County

August 29, 2017
Date

Linda Durrer, Personnel Director

August 30, 2017
Date

For the Union:

Chris Darker, Business Manager
United Public Employees of California, Local 792

08.31.2017
Date

Trish Thomas, Representative
Glenn County General Unit

9-12-17
Date