



County of Monterey

Item No.

Board Report

Board of Supervisors
Chambers
168 W. Alisal St., 1st Floor
Salinas, CA 93901

Legistar File Number: RES 24-157

August 27, 2024

Introduced: 8/19/2024

Current Status: Draft

Version: 1

Matter Type: BoS Resolution

Adopt a Resolution to:

- a. Amend Employer-Employee Relations Resolution (EERR) No. 10-041 to modify Section XIV(C) Construction; and
- b. Direct the Human Resources Department to implement the changes.

RECOMMENDATION:

It is recommended the Board of Supervisors consider adopting a Resolution to:

- a. Amend Employer-Employee Relations Resolution (EERR) No. 10-041 to modify Section XIV(C) Construction; and
- b. Direct the Human Resources Department to implement the changes.

SUMMARY/DISCUSSION:

The Human Resources Department recommends the Board of Supervisors consider approving the amendment to the Employer-Employee Relations Resolution (EERR) No. 10-041 as indicated in Attachments A and B.

Recent legal developments, particularly concerning the Meyers-Milias Brown Act (MMBA), have clarified the statutory protections afforded to public employees in relation to strikes. It is now understood that, under the MMBA, public employees have a protected right to strike, except in circumstances where such actions pose a substantial and imminent threat to public health or safety.

The proposed amendment seeks to bring the County's policies in line with current legal compliance standards and ensures that our policies are respectful of employee rights.

For the reasons listed above, the Human Resources Department recommends the Board approve the amendment to the Employer-Employee Relations Resolution (EERR) No. 10-041 Section XIV(C) Construction as indicated in Attachments A and B.

OTHER AGENCY INVOLVEMENT:

The Human Resources Department has conferred with the County Administrative Office and County Counsel. The Human Resources Department has also notified all employee groups of the recommended updates and received no opposition or requests to meet.

BOARD OF SUPERVISORS STRATEGIC INITIATIVES:

The recommended actions address the Board of Supervisors' Administration Strategic Initiative and demonstrate the County's commitment to meeting the Board's initiatives by attracting, recruiting, and retaining a diverse, talented workforce that supports the mission of the County of Monterey.

- Economic Development
- X Administration
- Health & Human Services
- Infrastructure
- Public Safety

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Attachments:

Attachment A - EERR Amendment Redline

Attachment B - EERR Amendment Clean

Resolution