

The County of Kern & SEIU MOU Negotiations
August 21, 2024
Kern County Proposal #4

New Employee Information and Employee Access – New Section as the information currently resides within Side Letter Agreement #111-2018, effective June 27, 2017.

Article III – Rights of Parties

Section 13- New Employee Information

- A. Each pay period the County will provide SEIU with a list of all SEIU members and eligible members with the following information:
 - 1. Name and employee number
 - 2. Hire date and seniority date
 - 3. Job title and bargaining unit
 - 4. Salary, unit or hourly Rate.
 - 5. Employee contact information as provided by the employee (address, personal cell phone number, personal email address)
 - 6. Assigned department and work location
 - 7. Dues paid for the pay period

- B. Notwithstanding the above, the County shall not be required to provide SEIU information for any employee who has submitted a written request pursuant to Government Code section 6254.3(c) prohibiting the disclosure of their home address, home telephone number, personal cell number, or personal email address.

- C. If SEIU receives the address of a non-dues paying member (other than new employees), it agrees not to use the information for any purposes, including Union business.

Section 14- Access and New Employee Orientation

- A. The County will administer a New Employee Orientation monthly and all new employees, both permanent and extra help, shall attend the first New Employee Orientation following the commencement of his/her/their employment.

- B. SEIU agrees to provide the County with copies of the material to be used in the session. SEIU agrees to not to disparage the County during New Employee Orientation.

- C. The County will provide SEIU with written notice of each scheduled New Employee Orientation at least 10 business day prior to the event, which shall also include

departmental new employee orientations at the Department of Human Services and Behavioral Health and Recovery Services.

- D. SEIU shall have access to each new employee orientation and shall have 30 minutes for each 4 hours of scheduled program to provide information regarding its organization to its represented employees and members (i.e.. 30 mins for half-day orientation or 1 hour for a full day orientation), which shall be scheduled within the first half of the scheduled program.
- E. The County will provide a list of all new employees, including their departments, who were excused absent and unable to attend their schedule New Employee Orientation within 10 business days following each New Employee Orientation, and will permit each employee 30 minuets of their scheduled work time to meet with SEIU representatives at each employee's discretion.
- F. SEIU participation in the New Employee Orientation events described in this section, shall be conducted on work time, including travel time to meetings, by a Chapter board member, officer, or shop steward, and a SEIU representative designated by SEIU.

Tentative Agreement:

For the County:

For SEIU:

Tracey A. Eldridge, CHRO Date

Yvonne Davila, SEIU Lead Negotiator Date