

Office Of The County Executive

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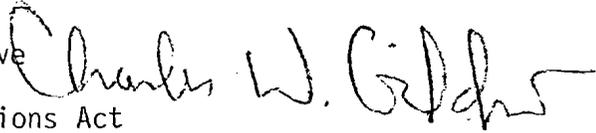
MEMORANDUM

79 MAR 8

RECEIVED COUNCIL

Date <sup>48</sup> March 5<sup>89</sup>, 1979

To Neal Potter, President, County Council  
From Charles W. Gilchrist, County Executive  
Subject Amendment to Employer/Employee Relations Act



I am sending you an amendment to Article IV, Employer/Employee Relations, which is designed to change the participation requirement for the certification of employee organizations. Under the County's meet and confer law, the existing provisions require that at least sixty (60) percent of the employees eligible to participate in an election must cast ballots in order to validate the election process. This amendment will eliminate the sixty percent participation requirement and permit validation, and subsequent certification when an organization receives the majority of votes cast.

This change supports a more realistic approach to allowing employee organizations to participate in the meet and confer process. The sixty percent voter requirement provided in Section 33-66(f) of the law places an unrealistic requirement on employee organizations. The law has been in effect since March, 1977, and only one employee group has been certified. I believe this is due in part to the restrictiveness of the present voting requirement. It is a common practice among both the public and private jurisdictions where there exists a mechanism to recognize employee groups, to do so through a majority vote requirement.

The purpose of the meet and confer process, in part, is to grant recognition to employee organizations in order that they might represent specific groups of employees. The law, in its present form, restricts this opportunity. It is my intent to make the "meet and confer" a more meaningful process by allowing the County Government to make policy decisions based on input from recognized representatives of all of our employees. I believe this amendment will have the effect of more readily establishing recognition rights for groups of employees.

This amendment is of sufficient importance that I believe it should be considered as emergency legislation.

The adoption of the amendment will not have any immediate impact on the present capital or operating budget.

The amendment, as presently drafted, has been approved by the County Attorney as to its form and legality.

I would appreciate your favorable and earliest consideration of this legislation. Any further information concerning the amendment should be directed to James Torgesen, Assistant to the Personnel Director for Labor Relations, 279-1208.

CWG:jey