

1 only to the extent provided for in Memoranda of Understanding
2 and/or administrative procedures, shall be limited to activities
3 pertaining directly to the employer-employee relationship and
4 such internal employee organization business as soliciting mem-
5 bership, campaigning for office, and organization meetings and
6 elections, and shall not interfere with the efficiency, safety
7 and security of County operations.

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9 Section 16. Administrative Rules and Procedures

10 The County Administrative Officer is hereby authorized to
11 establish such rules and procedures as appropriate to implement
12 and administer the provisions of this Resolution after consulta-
13 tion with affected employee organizations.

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15 ARTICLE IV -- IMPASSE PROCEDURES

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17 Section 17. Initiation of Impasse Procedures

18 If the meet and confer process has reached an impasse as
19 defined in this Resolution, either party may initiate the impasse
20 procedures by filing with the other party a written request for
21 an impasse meeting, together with a statement of its position
22 on all disputed issues. An impasse meeting shall then be
23 scheduled by the Employee Relations Officer. The purpose of
24 such impasse meeting shall be:

- 25 a. To identify and specify in writing the
26 issue or issues that remain in dispute.

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b. To review the position of the parties in a final effort to resolve such disputed issue or issues; and

c. If the dispute is not resolved, to discuss arrangements for the utilization of the impasse procedures provided herein.

Section 18. Impasse Procedures

Impasse procedures are as follows:

a. If either party requests to submit the dispute to mediation, the dispute shall be submitted to mediation through the California State Mediation and Conciliation Services. All mediation proceedings shall be private. The mediator shall make no public recommendation, nor take any public position at any time concerning the issues.

b. If neither party requests mediation or the impasse has not been resolved through mediation, or if the parties agree to submit the impasse directly to the Board of Supervisors, the Board of Supervisors shall take such action regarding the impasse as it, in its discretion, deems appropriate as in the public interest. Any legislative action by the Board of Supervisors on the impasse shall be final and binding.

Section 19. Costs of Impasse Procedures

Any mutually incurred costs for impasse procedures shall be

1 borne equally by the County and the Recognized Employee Organiza-
2 tion. Separately incurred costs shall be borne by the party in-
3 ccurring the cost.

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5 ARTICLE V -- MISCELLANEOUS PROVISIONS

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7 Section 20. Construction

8 This Resolution shall be administered and construed as
9 follows:

10 a. Nothing in this Resolution shall be construed
11 to deny to any person, employee, organization, the
12 County, or any authorized officer, body or other
13 representative of the County, the rights, powers and
14 authority granted by Federal or State law.

15 b. This Resolution shall be interpreted so as
16 to carry out its purposes as set forth in Article I.

17 c. Nothing in this Resolution shall be construed
18 as making the provisions of California Labor Code
19 Section 923 applicable to County employees or employee
20 organizations, or of giving employees or employee
21 organizations the right to participate in, support,
22 cooperate or encourage, directly or indirectly any
23 strike, sickout or other total or partial stoppage
24 or slowdown of work. In the event employees engage
25 in such actions, they shall subject themselves to
26 discipline up to and including termination and may
27 be deemed to have abandoned their employment; and
28 employee organizations may thereby forfeit all rights