

Exhibit to Agenda Item #4

Board Policy Committee and Special SMUD Board of Directors Meeting
Wednesday, June 20, 2018, scheduled to begin at 5:30 p.m.
Customer Service Center, Rubicon Room

Agenda

- Bargaining Unit Recognition
- Current Make-up of Security Operations
- 5 Factors for Determining the Bargaining Unit
- Petition to Organize
- Bargaining Unit 3 – Request Policy Committee Approval

Bargaining Unit Recognition

- Bargaining Unit Recognition consistent with:
 - Meyers-Milias-Brown Act (1969)
 - Rules and Regulations for the Administration of Employer-Employee Relations (Resolution Number 91-12-21)

Make-Up of Security Operations

- Security Operations Personnel:
 - 1 Manager
 - 8 Security Supervisors
 - 28 Asset Protection Officer II
 - 0 Asset Protection Officer I
 - 6 Dispatchers
 - 1 Management Analyst (PAS employee)

Determining the Bargaining Unit

Consider 5 factors (Rule 7)

1. Internal and Occupational Community of interests
 - Related work, history or representation, common skills, education, training, supervision, facilities, location, manner and basis of pay
2. Unit 3 effect on bargaining relationships
3. Effect on efficiency of SMUD's operations and duty to serve
4. Effect of unit size and classifications on SMUD and rights to effective representation
5. Fragmentation and proliferation of bargaining units
 - “The Board shall, in all unit determination decisions, strongly disfavor the over proliferation of bargaining units”

Petition to Organize

- Petition received seeks recognition of the SMUD Public Safety Officers' Association (SMUD PSOA) as Designated Representative of SMUD's Asset Protection Officers I and II

Staff Recommendation: Bargaining Unit 3

- Requesting Unit 3 be determined to be an appropriate bargaining unit in addition to Units 1 and 2.
- Unit 3 definition:
“Hourly employees providing security services with the Security Operations Department, not including employees primarily providing dispatch, administrative, supervisory, or managerial services.”