

# Exhibit to Agenda Item #2

Board Energy Resources & Customer Services Committee Meeting and Special  
SMUD Board of Directors Meeting

Tuesday, May 14, 2019 scheduled to begin at 5:30 p.m.

Customer Service Center, Rubicon Room

# SMUD Public Safety Officers' Association (PSOA) Petition for Unit Modification

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- PSOA filed a petition on December 14, 2018, seeking to amend Unit 3 to include the following classifications:
  - Security Operations Dispatcher
  - Security Specialist
  - Security Operations Supervisor

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## **Consider 5 factors** (from Section 7 of SMUD's bargaining rules)

1. Internal and Occupational Community of interests
  - E.g., 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"

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- General Manager's Recommendation:
  - Support petition for modification
  - Revise definition of Unit 3 to be:

The employees working as Asset Protection Officers I and II, Security Operations Dispatchers, Security Specialists, and Security Operations Supervisors.