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

• 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
SMUD Public Safety Officers’ Association (PSOA) Petition for Unit Modification

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”
SMUD Public Safety Officers’ Association (PSOA) Petition for Unit Modification

• General Manager’s Recommendation:
  – Support petition for modification
  – Revise definition of Unit 3 to be: