

EMPLOYER-EMPLOYEE RELATIONS

ADOPT: APRIL 8, 1985

REVISED: APRIL 10, 2001

REVIEWED: JANUARY 8, 2008

GOVERNMENT CODE: TITLE 8

The Board of Trustees recognizes the need to maintain a climate of cooperation and mutual dedication to the goals of the District and as such fosters an employer-employee relationship as set forth in law and regulations of the Public Employment Relations Board (PERB).

In order to ensure that the public is informed of issues that are being negotiated and knows the positions of its elected representatives, and to further ensure that members of the public have full opportunity to express their views on these issues to the District, the Board of the Sonoma County Junior College District hereby adopts the following policy:

1. All initial proposals of the District or of the exclusive representatives of District employees, which relate to matters within the scope of bargaining, shall comply with Title 8, California Administrative Code Sections 32900 et. seq., and California Government Code Section 3547.
2. All initial proposals of the District or of the exclusive representatives of District employees and of the District, which relate to matters within the scope of representation, shall be presented at a public meeting of the Board and thereafter shall be public records.
3. Meeting and negotiation shall not take place on any proposal until a reasonable time has elapsed after the submission of the proposal to enable the public to become informed and to afford the public an opportunity to express itself regarding the proposal at the meeting of the Board.
4. After the public has had the opportunity to express itself on a proposal by the exclusive representative, the Board shall, at a meeting, which is open to the public, adopt its initial proposal.
5. New subjects of meeting and negotiating arising after the presentation of initial proposals shall be made public within 24 hours. If a vote is taken on such subject by the Board, the vote thereon by each member voting shall also be made public within 24 hours.
6. A suitable number of copies of the initial proposals shall be available to members of the public at meetings during which these proposals are presented. Upon request, additional copies will be made available to the public.
7. The Public Employment Relations Board has jurisdiction to process, hear and resolve complaints alleging violation of the public notice provisions of the Educational Employment Relations Act.
8. The District Governing Board has jurisdiction to process, hear and resolve complaints alleging violation of this policy. Any party alleging a violation of this policy shall present a written statement to the Governing Board of the alleged violation. Within 15 calendar days of receipt of the written statement, the Governing Board shall respond in writing to the allegations.

Copies of this policy shall be published and made available at the District Offices of the Sonoma County Junior College District, County of Sonoma, Santa Rosa, California.