



**County Administrative Office**  
**Governmental & Legislative Affairs**

**Josh Candelaria**  
Director

August 15, 2016

The Honorable Jim Cooper  
California State Senate  
State Capitol Sacramento, CA 95818

Re: AB 2835 – (Cooper) –**As Amended on June 21, 2016 - OPPOSE**

Dear Assemblyman Cooper:

The County of San Bernardino respectfully opposes AB 2835, legislation that would place numerous new requirements in statute pertaining to mandatory employee orientations. AB 2835 would create legal, logistical, fiscal and administrative issues for cities that would displace our employees and threaten fundamental management rights. We oppose the bill for the following reasons:

Expands Scope of Collective Bargaining

Employee organizations already have the right to negotiate the issue of orientations. Placing the details of employee orientations in statute would create costly logistical and administrative burdens for cities.

Proposal is Overly Prescriptive and Costly

The overly prescriptive requirements in AB 2835 would prevent management and labor from utilizing more cost efficient and effective methods of conducting orientations. AB 2835 fails to take into consideration the varied circumstances of the public agencies that would be subject to its requirements. This measure would significantly increase the costs for public agencies. By increasing the frequency and number of orientations, while requiring public employers to utilize additional staff to cover classes and other services during the orientation, the bill would drive up state and local costs. In fact The Department of Finance estimates that this measure would cost 350 million dollars annually—more than 70 million of that cost could be shifted to local agencies.

Unclear Employee Representative Organization Discretion

AB 2835 provides that the content of the recognized employee organization's or exclusive representative's presentation shall be determined solely by the employee organization and shall not be subject to negotiation. It further requires that the presentation shall not include advocacy for or against a candidate for political office or ballot measure. However, nothing in the proposal prohibits the employee organization or exclusive representative from discussing internal union politics or campaigning, how to vote on upcoming incumbency elections, or prohibits the issues covered by the Public Employment Relations Board's (PERB) long-standing rule for unprotected conduct by employee representatives.

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Administrative and Privacy Issues with Providing Employee Information

The proposal requires that public employers provide the recognized employee organization or exclusive representative with the name, job title, department, work location, phone number, and home address of any newly hired employee within seven days of the date of hire. In addition to the burden of constantly providing updated information to employee representatives, providing such information violates provisions of the Public Records Act which exempt the disclosure of records for recipients of certain benefits under the California Welfare and Institutions Code.

For the above reasons, the County of San Bernardino respectfully opposes AB 2835. If you have any questions regarding the County's position, please do not hesitate to contact Josh Candelaria, Director of Governmental Affairs at (909) 387-4821 or [jcandelaria@sbcounty.gov](mailto:jcandelaria@sbcounty.gov).

Sincerely,



JAMES RAMOS  
Board of Supervisors Chairman  
Third District Supervisor  
County of San Bernardino

c: San Bernardino County Legislative Delegation