



## RESOLUTION NO. 111-2019

### OF THE BOARD OF SUPERVISORS OF THE COUNTY OF EL DORADO

BE IT RESOLVED, that the Board of Supervisors of the County of El Dorado does hereby adopt the revised County of El Dorado Employer-Employee Relations Resolution superseding the County of El Dorado Employer-Employee Relations Resolutions 10-83, Employee Relations Amendment 112-86, Employee Relations Amendment 106-2005, and Recognition Resolution 100-2016.

### ARTICLE I – GENERAL PROVISIONS

#### Section 1.01. Statement of Purpose

This Resolution implements Chapter 10, Division 4, Title 1 of the Government Code of the State of California (Sections 3500 *et seq.*) captioned “Meyers-Milias-Brown Act [“MMBA”] (Local Public Employee Organizations),” by providing orderly procedures for the administration of employer-employee relations between the County of El Dorado (County) and its Employee Organizations. Nothing contained herein, however, shall be deemed to supersede the provisions of state law; County Charter; or County ordinances, resolutions, and rules which establish and regulate the civil service system. This Resolution is intended, instead, to strengthen civil service and other methods of administering employer-employee relations through the establishment of uniform and orderly methods of communications between employees, Employee Organizations, and the County.

It is the purpose of this Resolution to provide procedures for meeting and conferring in good faith with Recognized Employee Organizations regarding matters that directly and significantly affect and primarily involve the wages, hours, and other terms and conditions of employment of employees in appropriate bargaining units (unit) and that are not preempted by federal or state law. The County shall not be required to meet and confer over the merit, necessity, or organization of any service or activity provided by law or executive order.

#### Section 1.02. Management Rights

Nothing contained in this Resolution shall be construed to restrict any legal or inherent exclusive County rights with respect to matters of general legislative or managerial policy. Unless specifically in conflict with any Memorandum of Understanding (MOU), the County retains all management rights, which include, but are not limited to:

- The exclusive right to determine the County’s mission, including that of its constituent departments, commissions, and boards; exclusive right to direct the affairs of, manage, and maintain the efficiency of the County; to set standards of services to be offered to the public; and to control the organization and operation of the County. The County also has the exclusive right to take any actions which the County deems desirable to conduct its

affairs including, but not limited to, directing its work force (including scheduling and assigning work and overtime); hiring; firing; discharges; promotions; demotions; transfers; taking disciplinary action; determining the methods, means, and personnel by which County operations are to be conducted; layoffs for budgetary considerations or lack of work; subcontracting; maintaining discipline and efficiency of employees; taking all necessary actions to carry out its mission in emergencies; and exercising complete control and discretion over its organization and the technology of performing its work consistent with the provisions of this Resolution and the MMBA. The foregoing is meant to be descriptive of the County's rights, and not exhaustive.

### **Section 1.03. Definitions**

As used in this Resolution, the following terms shall have the meanings indicated:

- a. "Appropriate Bargaining Unit" means a unit of employee classes or positions, established pursuant to Article II of this Resolution.
- b. "County" means the County of El Dorado and, where appropriate herein, refers to the County Board of Supervisors or any duly authorized County representative as herein defined.
- c. "Confidential Employee" means an employee, as designated by the County who, in the course of his or her duties, has access to information relating to the County's administration of employer-employee relations.
- d. "Consult/Consultation in Good Faith" means to meet and discuss issues with all affected Employee Organizations, in good faith, for the purpose of presenting and obtaining views or advising of proposed actions in an effort to reach consensus; and, as distinguished from meeting and conferring in good faith regarding matters within the required scope of representation (as defined in California Government Code section 3504) does not involve an endeavor to reach a binding agreement, nor is it subject to the impasse procedures set forth in Article IV of this Resolution.
- e. "Day" means calendar day unless expressly stated otherwise.
- f. "Employee" means a person other than an elected official who has been appointed to an allocated position and is employed on either a permanent full-time or permanent part-time basis.
- g. "Employee Organization" means an organization which includes employees of the County and which has as one of its primary purposes representing such employees in their employment relations with the County.
- h. "Employee Relations Officer" means the Chief Administrative Officer or his or her duly authorized designee.
- i. "Exclusive Representative" means an Employee Organization which has been formally recognized by the County as the sole Employee Organization representing the employees in an appropriate bargaining unit determined pursuant to Article II of this Resolution, having the exclusive right to meet and confer in good faith concerning matters within the scope of representation pertaining to bargaining unit employees, and thereby assuming the corresponding obligation of fairly representing such employees.

- j. "Impasse" means that the representatives of the County and a Recognized Employee Organization have reached a point in their meeting and conferring in good faith, where their differences on matters to be included in an MOU, and/or concerning matters over which they are required to meet and confer, remain so substantial and prolonged that further meeting and conferring would be futile.
- k. "Management Employee" means department heads and other employees designated by the County as having responsibility for formulating, administering, or managing the implementation of County policies or programs.
- l. "Mediation" means effort by an impartial third party to assist in reconciling a dispute regarding wages, hours, and other terms and conditions of employment between representatives of the public agency and the Recognized Employee Organization or Recognized Employee Organizations through interpretation, suggestion, and advice.
- m. "Meet and Confer in Good Faith" means that the County, or such representatives as it may designate, and representatives of Recognized Employee Organizations, shall have the mutual obligation personally to meet and confer promptly upon request by either party and continue for a reasonable period of time in order to freely exchange information, opinions, and proposals, and to endeavor to reach agreement on matters within the scope of representation prior to the adoption by the public agency of its budget for the ensuing year.
- n. "Memorandum of Understanding (MOU)" means a written agreement between the County and a Recognized Employee Organization as a result of meeting and conferring in good faith under the MMBA. An MOU is not considered binding on the County unless and until ratified through formal action of the Board of Supervisors.
- o. "Proof of Employee Support" when referring to recognition of an Employee Organization's exclusive bargaining representative means (1) an authorization card signed within six (6) months of the filing date and personally dated by an employee, provided that the card has not been subsequently revoked in writing by the employee, or (2) a verified authorization petition or petitions signed within six (6) months of the filing date and personally dated by an employee, or (3) employee dues deduction authorization, using the payroll register for the period immediately prior to the date a petition is filed hereunder, except that dues deduction authorizations for more than one (1) Employee Organization for the account of any one (1) employee shall not be considered as proof of employee support for any Employee Organization. The only authorization which shall be considered as proof of employee support hereunder shall be the authorization last signed by an employee.
- p. "Recognized Employee Organization" means an Employee Organization which, after following the requirements of this Resolution, has been granted status as the exclusive representative of an appropriate bargaining unit.
- q. "Supervisory Employee" means any employee having authority in the interest of the County to hire, transfer, suspend, lay off, recall, promote, discharge, assign, reward, or discipline other employees, or who has responsibility to direct them, or to adjust their grievances, or effectively to recommend such action, if, in connection with the

foregoing, the exercise of such authority is not of a merely routine or clerical nature, but requires the use of independent judgment.

- r. "Valid Election" means an election held pursuant to procedures contained in this Resolution which results in one (1) choice having over fifty percent (50%) of the valid votes cast in its favor.

Terms not defined in this Resolution shall have the meanings as set forth in the MMBA.

## **ARTICLE II – REPRESENTATION PROCEEDINGS**

### **Section 2.01. Filing of Recognition Petition By Employee Organization**

An Employee Organization that seeks to be formally acknowledged as the Recognized Employee Organization representing the employees in an appropriate bargaining unit shall file a petition with the Employee Relations Officer containing the following information and documentation:

- a. Name and address of the Employee Organization.
- b. Names and titles of its officers and mailing addresses.
- c. Names and telephone numbers of Employee Organization representatives who are authorized to speak on behalf of the organization in any communication with the County.
- d. A statement that the Employee Organization has, as one of its primary purposes, the responsibility of representing employees in their employment relations with the County.
- e. A statement whether the Employee Organization is a chapter of, or affiliated directly or indirectly in any manner with, a local, regional, state, national, or international organization, and if so, the name and address of each such other organization.
- f. Certified copies of the Employee Organization's constitution and bylaws.
- g. A designation of those persons, not exceeding two (2) in number, and their addresses and/or email addresses, to whom notice sent by regular United States mail and/or email will be deemed sufficient notice on the Employee Organization for any purpose.
- h. A statement that the Employee Organization has no restriction on membership based on race, color, religion, creed, sex, national origin, age, political affiliation, marital status, sexual orientation, mental or physical disability or medical condition, military or veteran status, gender identify or expression, or genetic information.
- i. The job classifications or classification titles of employees in the bargaining unit claimed to be appropriate and the approximate number of member employees therein.
- j. A statement that the Employee Organization has in its possession proof of employee support as herein defined to establish that at least thirty percent (30%) of the employees in the unit claimed to be appropriate have designated the Employee Organization to represent them in their employment relations with the County. Such written proof shall be submitted for confirmation to the Employee Relations Officer or to a mutually agreed upon disinterested third party.

- k. A request that the Employee Relations Officer formally acknowledge the petitioner as the Recognized Employee Organization representing the employees in the unit claimed to be appropriate for the purpose of meeting and conferring in good faith.

The petition, including the proof of employee support and all accompanying documentation and a declaration that signatures were collected without collusion or duress and reflect true intent of the employee, shall be declared to be true, correct and complete, under penalty of perjury, by the duly authorized officers(s) of the Employee Organization executing it.

### **Section 2.02. County Response to Recognition Petition**

Upon receipt of the petition, the Employee Relations Officer shall determine whether:

- a. There has been compliance with the requirements for the filing of a Recognition Petition as set forth in Section 2.01 hereof, and
- b. The proposed bargaining unit is an appropriate bargaining unit in accordance with Section 2.07 of this Article II.

If an affirmative determination is made by the Employee Relations Officer on the foregoing two (2) matters, he or she shall so inform the petitioning Employee Organization, shall give written notice of such request for recognition to the employees in the bargaining unit determined to be appropriate, and shall take no action on said request for thirty (30) days thereafter.

If either of the foregoing matters are not affirmatively determined, the Employee Relations Officer shall offer to consult thereon with such petitioning Employee Organization and, if such determination thereafter remains unchanged, shall inform that organization of the reasons therefor in writing. The petitioning employees or Employee Organization may appeal such determination in accordance with Section 2.11 of this Article II.

### **Section 2.03. Open Period for Filing Challenging Petition**

Within thirty (30) days of the date written notice was given to affected employees that a Recognition Petition initially determined to be in compliance with Section 2.02 hereof for an appropriate bargaining unit has been filed, any other Employee Organization may file a competing request seeking formal acknowledgment as the Recognized Employee Organization of the employees in the same or in an overlapping bargaining unit (one which corresponds with respect to some but not all the classifications or positions set forth in the Recognition Petition being challenged), by filing a petition evidencing proof of employee support in the bargaining unit claimed to be appropriate of at least thirty percent (30%) and otherwise in the same form and manner as set forth in Section 2.01 of this Article II.

If such challenging petition seeks establishment of an overlapping bargaining unit, the Employee Relations Officer shall conduct a hearing on such overlapping petitions for the purpose of ascertaining the appropriate bargaining unit, at which time the petitioning Employee Organizations shall be heard. Thereafter, the Employee Relations Officer shall determine the appropriate bargaining unit or units in accordance with the standards in Section 2.07 of this Article II and shall provide written notice of his or her determination within forty-five (45) days.

If the petitioning Employee Organizations do not agree with the decision rendered by the Employee Relations Officer, the petitioning Employee Organizations shall have fifteen (15) days from the date the notice of such bargaining unit determination is communicated to them by the

Employee Relations Officer to amend their petitions to conform to such determination or to appeal such determination pursuant to Section 2.11 of this Article II.

#### **Section 2.04. Granting Recognition Without an Election**

If the petition is in order, and the proof of support shows that a majority of the employees in the bargaining unit deemed to be appropriate have designated the petitioning Employee Organization to represent them, and if no other Employee Organization filed a challenging petition, the petitioning Employee Organization and the Employee Relations Officer shall request the California State Mediation and Conciliation Service, or another agreed-upon neutral third party, to review the count, form, accuracy, and propriety of the proof of support. If the neutral third party makes an affirmative determination, the Employee Relations Officer shall formally recognize the petitioning Employee Organization as the Recognized Employee Organization for the designated bargaining unit.

#### **Section 2.05. Election Procedure**

Where recognition is not granted pursuant to Section 2.04 of this Resolution, then upon determination of an appropriate bargaining unit in accordance with Section 2.02 of this Article II, the Employee Relations Officer shall arrange for a secret ballot election to be conducted by a party agreed to by the Employee Relations Officer and the concerned Employee Organization(s), in accordance with such party's rules and procedures subject to the provisions of this Resolution. All Employee Organizations, who have duly submitted petitions which have been determined to be in conformance with this Article II, shall be included on the ballot. The choice of "no organization" shall also be included on the ballot, thereby allowing a choice of the employees to represent themselves individually in their employment relations with the County.

Employees entitled to vote in such election shall be those persons in the designated bargaining unit who were employed during the pay period which ended at least fifteen (15) days prior to the election. Included among those employees entitled to vote, are those persons who did not work during such period because of illness, vacation or other authorized leaves of absence, and who are employed by the County in the same bargaining unit as of the date of the election.

An Employee Organization shall be formally certified as the Recognized Employee Organization for the designated appropriate bargaining unit following an election or run-off election, if it received a numerical majority of all valid votes cast in the election. In an election involving three (3) or more choices, where none of the choices receives a majority of the valid votes cast, a run-off election shall be conducted between the two (2) choices receiving the largest number of valid votes cast. The rules governing an initial election shall also apply to a run-off election.

There shall be no more than one (1) valid election under this Resolution pursuant to any petition in a twelve (12) month period affecting the same bargaining unit.

Elections shall be conducted by the California State Mediation and Conciliation Service or another agreed upon third party. In the event that the parties are unable to agree on a third party to conduct an election, the County Clerk shall conduct the election as the election supervisor. If the parties cannot agree as to the time, place, and manner of the election, then the election supervisor shall be authorized to unilaterally determine such issues and to carry out the election accordingly.

Costs of conducting elections shall be borne in equal shares by the County and by each Employee Organization appearing on the ballot.

**Section 2.06. Procedure for Decertification of Recognized Employee Organization**

A Decertification Petition alleging that the incumbent Recognized Employee Organization no longer represents a majority of the employees in an established bargaining unit may be filed by two (2) or more employees or their representative or an Employee Organization, with the local regional office of the Public Employment Relations Board (PERB) in accordance with its regulations (See 8 California Code of Regulations Section 61350 et seq.). In accordance with Title 8 of the California Code of Regulations, Section 61010, whenever there is currently in effect an MOU between the employer and the exclusive representative of the employees covered by an MOU that has been in effect for less than three (3) years, the petition shall be filed during the twenty-nine (29) day period, which is less than one hundred twenty (120) days but more than ninety (90) days, prior to the expiration date of a lawful MOU negotiated by the public agency and the exclusive representative.

**Section 2.07. Policy and Standards for Determination of Appropriate Bargaining Units**

The Employee Relations Officer shall maintain a list of all current bargaining units in the County and shall have the discretion to form and define appropriate bargaining units based on the procedures specified in this Resolution. The policy objectives in determining the appropriateness of bargaining units shall be the effect of a proposed bargaining unit on (1) the efficient operations of the County and its compatibility with the primary responsibility of the County and its employees to effectively and economically serve the public, and (2) providing employees with effective representation based on recognized community of interest considerations. These policy objectives require that the appropriate unit shall be the broadest feasible grouping of positions that share an identifiable community of interest.

In considering whether classifications share an identifiable community of interest, the following factors shall be considered:

- a. Similarity of the work performed, required qualifications, level of responsibility, and the general working conditions.
- b. History of representation in the County; except that no bargaining unit shall be deemed appropriate solely on the basis of the extent to which employees in the proposed bargaining unit have organized.
- c. Consistency with the organizational patterns and structure of the County.
- d. Number of employees and classifications, and the effect on the administration of employer-employee relations created by the fragmentation of classifications and proliferation of bargaining units.
- e. Effect on the classification structure and impact on the stability of the employer-employee relationship of dividing single or related classifications among two (2) or more bargaining units.
- f. Supervisory employees should not be placed in a bargaining unit with non-supervisory employees.

- g. Management employees should not be placed in a bargaining unit with non-management employees.
- h. Confidential employees should not be placed in a bargaining unit with non-confidential employees.
- i. Professional employees shall not be required to be included in the same bargaining unit with non-professional employees.
- j. Peace officers shall not be required to be included in the same bargaining unit as non-peace officers.

The Employee Relations Officer shall, after notice to and consultation with affected Employee Organizations, allocate new classifications or positions; delete eliminated classifications or positions; and retain, reallocate, or delete classifications or positions from bargaining units in accordance with the provisions of this Section. The decision of the Employee Relations Officer shall be subject to the appeal procedure under Section 2.11 of this Article II.

#### **Section 2.08. Establishment of Bargaining Units**

Following adoption of this Resolution, the Employee Relations Officer shall, in consultation with Recognized Employee Organizations, allocate all position classifications to a bargaining unit.

Final approval of the allocation shall be made by the Board of Supervisors.

#### **Section 2.09. Procedure for Modification of Established Appropriate Units**

Requests by Employee Organizations for modifications of established bargaining units may be considered by the Employee Relations Officer only during the period specified in Section 2.06 of this Article II.

Such requests shall be submitted in the form of a Recognition Petition and, in addition to the requirements set forth in Section 2.01 of this Article II, shall contain a complete statement of all relevant facts and citations in support of the proposed modified bargaining unit in terms of the policies and standards set forth in Section 2.07 hereof.

The Employee Relations Officer shall process such petitions as other Recognition Petitions under this Article II.

When new classifications are adopted, existing classifications abolished, or when a classification is no longer compatible with the existing bargaining unit under the factors of Section 2.07 of this Article II, the Employee Relations Officer may propose that an established bargaining unit be modified. The Employee Relations Officer shall give written notice of the proposed modification(s) to any affected Employee Organization and shall hold a meeting concerning the proposed modification(s), at which time all affected Employee Organizations shall be heard.

Thereafter, the Employee Relations Officer shall determine the composition of the bargaining unit or units in accordance with Section 2.07 of this Article II, and shall give written notice of such determination to the affected Employee Organizations. The Employee Relations Officer's determination may be appealed as provided in Section 2.11 of this Article II. If a bargaining unit is modified pursuant to the Employee Relations Officer's proposal hereunder, Employee Organizations may thereafter file Recognition Petitions seeking to become the Recognized



Employee Organization for such modified bargaining unit or units, pursuant to Section 2.01 of this Article II.

### **Section 2.10. Procedure for Processing Severance Requests**

An Employee Organization may file a request to become the Recognized Employee Organization of a bargaining unit alleged to be appropriate that consists of a group of employees who are already part of a larger established bargaining unit represented by another Recognized Employee Organization. The timing, form, and processing of such request shall be as specified in Section 2.09 of Article II for modification requests.

### **Section 2.11. Appeals**

An Employee Organization aggrieved by a determination of the Employee Relations Officer that a Recognition Petition (Section 2.01), Challenging Petition (Section 2.03), Determination of Appropriate Unit (Section 2.07), Unit Modification Petition (Section 2.09) or Severance Request (Section 2.10), including, but not limited, to a determination that the petition has not been filed in compliance with the applicable provisions of this Article II may, within fifteen (15) days of notice of the Employee Relations Officer's determination, appeal such determination to the County Board of Supervisors for final decision.

Appeals to the Board of Supervisors shall be filed in writing with the Clerk of the Board of Supervisors, and a copy thereof served on the Employee Relations Officer. The Board of Supervisors shall commence to consider the matter within thirty (30) days of the filing of the appeal. The Board of Supervisors may, in its discretion, refer the dispute to a non-binding third party hearing process.

Any decision of the Board of Supervisors on the use of such procedure, and/or any decision of the Board of Supervisors determining the substance of the dispute, shall be final and binding.

### **Section 2.12. Abandonment of Bargaining Unit or Good Faith Doubt of Majority Representative**

In the event a bargaining unit appears to have been abandoned by its Recognized Employee Organization, or in the event that the Employee Relations Officer has a good faith doubt that the Recognized Employee Organization represents a majority of the members of the bargaining unit, the Employee Relations Officer shall serve notice to the affected Employee Organization(s) stating the evidence leading him or her to the belief of abandonment or doubt of majority representational status. Such affected Employee Organization shall have twenty (20) days to present written evidence and argument to the contrary.

If, after the twenty (20) day period expires, the Employee Relations Officer still believes the bargaining unit has been abandoned or still has a good faith doubt of majority representation, the Employee Relations Officer shall thereupon arrange for a secret ballot election to be held on or about fifteen (15) days after notice thereof to determine the wishes of the bargaining unit members. The question before the electorate shall be, "Do you wish to continue to be represented by (name of association or union) in your formal bargaining relationship with the County?" If the answer by a majority of valid votes cast is in the affirmative, there shall be no change in representational status. If the answer by a majority of valid votes cast is in the

negative, then the Employee Organization's representational status as bargaining representative for the bargaining unit in question shall be terminated.

Details of such election shall be handled in accordance with applicable provisions of Section 2.05 of Article II of this Resolution.

### **ARTICLE III – ADMINISTRATION**

#### **Section 3.01. Submission of Current Information by Recognized Employee Organizations**

All changes in the information filed with the County by a Recognized Employee Organization under items "a." through "h." of its Recognition Petition under Section 2.01 of this Resolution shall be submitted in writing to the Employee Relations Officer within thirty (30) days of such change.

#### **Section 3.03. Employee Organization Activities – Use of County Resources**

Access to County work locations and the use of County paid time, facilities, equipment, and other resources by Employee Organizations and those representing them shall be authorized only to the extent provided for in an MOU and/or administrative procedures, shall be limited to activities pertaining directly to the employer-employee relationship and such internal Employee Organization business as soliciting membership, campaigning for office, and organization meetings and elections, and shall not interfere with the efficiency, safety, and security of County operations.

#### **Section 3.03. Administrative Rules and Procedures**

The Chief Administrative Officer is hereby authorized to establish such rules and procedures as appropriate to implement and administer the provisions of this Resolution after consultation with affected Employee Organizations.

### **ARTICLE IV – IMPASSE PROCEDURES**

#### **Section 4.01. Initiation of Impasse Procedures**

If the meet and confer process has reached an impasse as defined in Article I, Section 1.03 of this Resolution, either party may initiate the impasse procedures by filing with the other party a written request for an impasse meeting, together with a statement of its position on all disputed issues. An impasse meeting shall then be scheduled by the Employee Relations Officer. The purpose of such impasse meeting shall be:

- a. To identify and specify in writing the issue or issues that remain in dispute;
- b. To review the position of the parties in a final effort to resolve such disputed issue or issues; and
- c. If the impasse is not resolved, to discuss arrangements for the utilization of the impasse procedures provided herein.

#### **Section 4.02. Impasse Procedures**

Impasse procedures are as follows:

- a. If the parties agree to submit the impasse to mediation and agree on the selection of a mediator, the impasse shall be submitted to mediation through the California State Mediation and Conciliation Services. All mediation proceedings shall be private. The mediator shall make no public recommendation, nor take any public position at any time concerning the issues.
- b. Otherwise, the parties can utilize any other impasse procedures provided in accordance with the MMBA.
- c. After any applicable impasse procedures have been exhausted, the Board of Supervisors shall take such action regarding the impasse as it, in its discretion, deems appropriate as in the public interest, including implementation of the County's last, best, and final offer. Any legislative action by the Board of Supervisors on the impasse shall be final and binding.

#### **Section 4.03. Costs of Impasse Procedures**

The cost for the services of a mediator and any other mutually incurred costs for impasse procedures shall be borne equally by the County and the Recognized Employee Organization. Separately incurred services or costs shall be borne solely by the party incurring the cost.

### **ARTICLE V – MISCELLANEOUS PROVISIONS**

#### **Section 5.01. Construction**

This Resolution shall be administered and construed as follows:

- a. Nothing in this Resolution shall be construed to deny to any person, employee, Employee Organization, the County, or any authorized officer, body, or other representative of the County, the rights, powers, and authority granted by federal or state law.
- b. This Resolution shall be interpreted so as to carry out its purposes as set forth in Article I.
- c. Nothing in this Resolution shall be construed as making the provisions of California Labor Code Section 923 applicable to County employees or Employee Organizations, or of giving employees or Employee Organizations the right to participate in, support, cooperate, or encourage, directly or indirectly any strike, sickout, or other total or partial stoppage or slowdown of work. In consideration of, and as a condition of initial and continued employment by the County, employees recognize that any such actions by them are in violation of their conditions of employment, except as expressly otherwise provided by legally preemptive state or contrary local law. In the event employees engage in such actions, they shall subject themselves to discipline up to and including termination and may be replaced, to the extent such actions are not prohibited by preemptive law.
- d. Nothing in this Resolution shall be construed as a waiver of any rights unless expressly and specifically stated.

**Section 5.02. Suspension of Recognition**

Recognition of an Employee Organization may be suspended by the Board of Supervisors for:

- a. Repeated or continued failure or refusal to comply with the provisions of this Resolution.
- b. Intentional furnishing of false information to the County.
- c. Violation of any law, contract provisions, court decision, or court orders.

Reasonable notice and opportunity to correct violations shall be given prior to suspension under this Section.

**Section 5.03. Severability**

If any provision of this Resolution, or the application of such provision to any persons or circumstances, shall be held invalid, the remainder of this Resolution, or the application of such provision to persons or circumstances other than those as to which it is held invalid, shall not be affected thereby.

PASSED AND ADOPTED by the Board of Supervisors of the County of El Dorado at a regular meeting of said Board, held the 16th day of July, 2019, by the following vote of said Board:

Ayes: Hidahl, Veerkamp, Novasel, Parlin, Frentzen  
Noes: None  
Absent: None

Attest:  
James S. Mitrinin  
Clerk of the Board of Supervisors

By: Kyra Schaffenberg  
Deputy Clerk Chair, Board of Supervisors

Sue Novasel  
Sue Novasel, Chair, Board of Supervisors