

**SIDE LETTER AGREEMENT
BETWEEN THE COUNTY OF KERN AND THE
SERVICE EMPLOYEES' INTERNATIONAL UNION, LOCAL 521**

WHEREAS, the County of Kern ("County") and the Service Employees' International Union, Local 521 ("SEIU") desire to maintain effective employer-employee relations for both permanent and extra-help County employees; and

WHEREAS, on June 27, 2017, the State of California enacted Assembly Bill 119 requiring public agencies to provide recognized employee organizations with access to new employee orientations and provide employee information to recognized employee organizations;

WHEREAS, the County desires to onboard its new employees with regular and timely information regarding their employment with the County;

WHEREAS, the County and the SEIU have met and conferred in good faith and jointly propose this Side Letter Agreement, which shall meet each party's full obligation to comply with Assembly Bill 119, and shall be effective April 2, 2018.

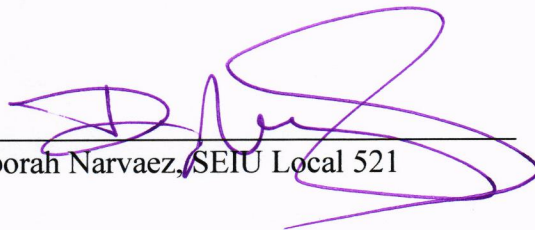
NOW, THEREFORE, IT IS MUTUALLY AGREED AS FOLLOWS:

1. The County will administer a new employee orientation on a quarterly basis and all new employees, both permanent and extra help, shall attend the first new employee orientation following the commencement of his/her employment.
2. The County will provide SEIU with written notice of each scheduled new employee orientation at least 10 business days prior to the event, which shall also include departmental new employee orientations at the Department of Human Services and the Department of Behavioral Health and Recovery Services.
3. SEIU shall have access to each new employee orientation and shall have 30 minutes for each 4 hours of the scheduled program to provide information regarding its organization to its represented employees and members (i.e., 30 minutes for half-day orientation or 1 hour for a full day orientation), which shall be scheduled within the first half of the scheduled program.
4. The County will provide a list of all new employees, including their contact information, who were excused absent and unable to attend their scheduled new employee orientation within 10 business days following each new employee orientation, and will permit each employee 30 minutes of their scheduled work time to meet with SEIU representatives at each employee's discretion.
5. SEIU participation in new employee orientation events described above, shall be conducted on work time, including travel time to meetings, by either a Chapter board member, officer, or shop steward, and a SEIU representative designated by SEIU.
6. The terms of this Side Letter Agreement shall supersede those contained in any separate collective bargaining agreement, policy, rule, procedure, or ordinance.

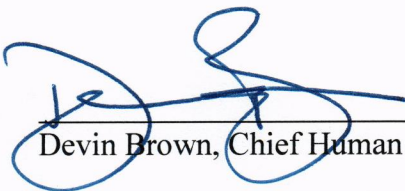
COUNTY OF KERN:

By: 
Mike Maggard, Chairman
Board of Supervisors FEB 27 2018

SERVICE EMPLOYEES' INTERNATIONAL UNION, LOCAL 521

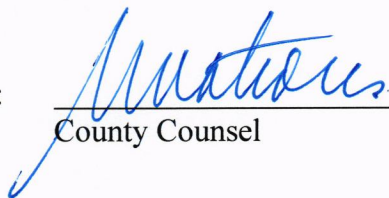
By: 
Deborah Narvaez, SEIU Local 521

APPROVED AS TO CONTENT:

By: 
Devin Brown, Chief Human Resources Officer

APPROVED AS TO FORM:

Office of the County Counsel

By: 
County Counsel