

# Agenda Report

**TO:** City Council

**DATE:** April 8, 2002

**THROUGH:** Legislative Policy Committee

**FROM:** City Manager

**SUBJECT:** Opposition to Assembly Bill 2889, An Act to Amend Section 3502.5 of the Government Code, Relating to Agency Shop Agreements

**RECOMMENDATION:**

It is recommended that the City Council:

1. Oppose Assembly Bill 2889 (Shelley), An act to amend Section 3502.5 of the Government Code, relating to Agency Shop Agreements.
2. Authorize the Mayor to send letters to the appropriate authorities stating Pasadena's position.

**BILL SUMMARY:**

AB 2889 states that an agency shop agreement shall be implemented between a public agency and its recognized bargaining units. Implementation of an agency shop agreement would be mandatory without the existing requirement for the bargaining units to either negotiate such an agreement or obtain a petition of 30% of affected employees in support of such agreement before it is implemented. The result is that all of the City's bargaining units, with the exception of the Pasadena Management Association, which is exempted by the statute, would become agency shop bargaining units. This result would occur without the bargaining units having to demonstrate employee support or negotiating the agreement.

**BACKGROUND:**

An "agency shop agreement" is an arrangement that requires an employee, as a condition of continued employment, either to join the recognized employee organization, or to pay the organization a service fee in an amount not to exceed the standard initiation fee, periodic dues, and general assessments of the organization.

The City of Pasadena has ten (10) recognized bargaining units. Of those recognized bargaining units, one is already an agency shop (Pasadena Association of Clerical & Technical Employees, Local 777), and one would be exempt under the bill (Pasadena Management Association). This bill would establish an agency shop agreement between the City of Pasadena and the remaining eight (8) bargaining units.

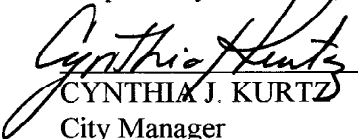
Existing law requires the parties to either bargain over a request for agency shop upon request of the bargaining unit, or the bargaining unit had to submit a petition signed by at least 30% of the affected employees before the agency shop could be implemented. This new law would remove those requirements and make all non-management bargaining units agency shop units regardless of any desire on the part of the employees and would impose fees upon employees who presently do not pay them and choose not to belong to a union.

For the above reasons, it is recommended that the City oppose AB 2889.

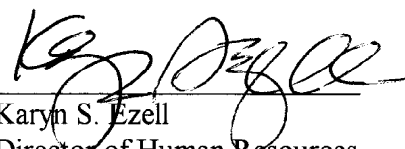
**FISCAL IMPACT:**

The fiscal impact is unknown at this time, but would in all likelihood be minimal.

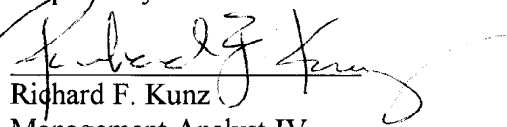
Respectfully submitted,

  
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