

12/10/98 Ed Greenmeier asked me today if I wanted to join  
A GROUP OF EMPLOYEES (Dale Aaron - Himself (EG) Eddy, Carol, & Katy  
& HAVE Eddie REPRESENT THEM @ BARGAINING FOR RAISES  
He said THAT JOHNSTON WANTED HIM TO TALK TO ME ABOUT  
THIS & THAT I COULD STILL BELONG TO S.J.P.E.A. BUT EDDIE  
WOULD NEGOTIATE. EDG ALSO SAID THAT IF WE ALL JOINED  
TOGETHER THAT HE COULD ALMOST GUARANTEE THAT WE  
WOULD BENEFIT MORE. I ASKED GIVE ME A COPY  
OF WHAT J.R.S. GAVE HIM THESE 3 COPIES OF BIRMINGHAM  
ACT & I WOULD LET HIM KNOW

## MEYERS - MILIAS - BROWN ACT

[¶13,101] **Sec. 3500. Purpose of Chapter.** It is the purpose of this chapter to promote full communication between public employers and their employees by providing a reasonable method of resolving disputes regarding wages, hours, and other terms and conditions of employment between public employers and public employee organizations. It is also the purpose of this chapter to promote the improvement of personnel management and employer-employee relations within the various public agencies in the State of California by providing a uniform basis for recognizing the right of public employees to join organizations of their own choice and be represented by such organizations in their employment relationships with public agencies: Nothing contained herein shall be deemed to supersede the provisions of existing state law and the charters, ordinances, and rules of local public agencies which establish and regulate a merit or civil service system or which provide for other methods of administering employer-employee relations. This chapter is intended, instead, to strengthen merit, civil service and other methods of administering employer-employee relations through the establishment of uniform and orderly methods of communication between employees and the public agencies by which they are employed. [Am. L. 1968, Ch. 1390.]

[¶13,102] **"Employee organization"; "Public agency"; "Public employee."** Sec. 3501. As used in this chapter:

(a) "Employee organization" means any organization which includes employees of a public agency and which has as one of its primary purposes representing such employees in their relations with that public agency.

(b) "Recognized employee organization" means an employee organization which has been formally acknowledged by the public agency as an employee organization that represents employees of the public agency.

(c) Except as otherwise provided in this subdivision, "public agency" means every governmental subdivision, every district, every public and quasi-public corporation, every public agency and public service corporation and every town, city, county, city and county and municipal corporation, whether incorporated or not and whether chartered or not. As used in this chapter, "public agency" does not mean a school district or a county board of education or a county superintendent of schools or a personnel commission in a school district having a merit system as provided in Chapter 3 (commencing with Section 13580) of Division 10 of the Education Code of the State of California.

(d) "Public employee" means any person employed by any public agency, including employees of the fire departments and fire services of counties, cities, cities and counties, districts, and other political subdivisions of the state, excepting those persons elected by popular vote or appointed to office by the Governor of this state.

(e) "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. [Am. L. 1971, Ch. 254.]

[¶13,103] **Sec. 3502. Right of public employees to choose and partake in activities of employee organizations for representation in employer-employee relations: Rights of refusal to join and of self-representation.** Except as otherwise provided by the Legislature, public employees shall have the right to form, join, and participate in the activities of employee organizations of their own choosing for the purpose of representation on all matters of employer-employee relations. Public employees also shall have the right to refuse to join or participate in the activities of employee organizations and shall have the right to represent themselves individually in their employment relations with the public agency.

[¶13,104] **Sec. 3503. Employee organizations: Representation of members in employment relations: Membership regulations: Self-representation.** Recognized employee organizations shall have the right to represent their members in their employment relations with public agencies. Employee organizations may establish reasonable restrictions regarding who may join and may make reasonable provisions for the dismissal of individuals from membership. Nothing in this section shall prohibit any employee from appearing in his own behalf in his employment relations with the public agency. [Am. L. 1968, Ch. 1390, §3.]