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CITY OF COSTA MESA
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The Meyers-Milias-Brown Act And Basic Principles of Labor Management Relations

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What Is This Law?

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- It is the Collective Bargaining law adopted in 1969 which the City must follow in dealing with all of the City's employee associations.
- It covers how both the City and employee associations must act at the collective bargaining table.
- It also identifies what is a mandatory subject of bargaining. On these subjects, the City cannot make any changes without first negotiating to completion with the affected association(s).

What Does It Mean To Negotiate To Completion?

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- Reach an Agreement
- Reach Impasse
  - If impasse is reached the City must follow its impasse procedures

WAGES – Mandatory Subject

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- In General
- Overtime Pay
- Merit Pay
- Severance Pay
- Deferred Pay

BENEFITS – Mandatory Subject

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- In General
- Group Insurance
- Retirement Benefits For Current Employees

HOURS OF WORK – Mandatory Subject

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- In General
- Days Worked Per Year
- Leave Entitlements
- Sick Leave
- Vacations
- Holidays

LAYOFF AND REDUCTON OF HOURS

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- Decision to Layoff
- Effects Of Layoff
- Decision To Reduce Regular Hours
- Effects of Reduced Hours
- Decision For Temporary Furlough

Other Terms and Conditions of Employment – Also Mandatory

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- Case Law has determined that many other subjects are also subject to the obligation to meet and confer (i.e., negotiate). For example:
  - The decision to contract out services
  - The decision to change a title of a job
  - The decision to change safety rules

A challenge for everyone responsible for ensuring compliance with the law is knowing what is and what is not a mandatory subject of bargaining.