

**Assembly Bill No. 1399**

CHAPTER 357

An act to amend Section 19605 of the Government Code, relating to state civil service.

[Approved by Governor September 7, 1999. Filed with Secretary of State September 7, 1999.]

LEGISLATIVE COUNSEL'S DIGEST

AB 1399, Wayne. State civil service: demonstration projects.

Existing law authorizes the State Personnel Board, directly or through agreement or contract with one or more agencies and other public and private organizations, to conduct and evaluate demonstration projects to determine whether a specified change in personnel management policies or procedures would result in improved state personnel management. Existing law prohibits supervisory employees from being included in a demonstration project unless there has been an opportunity for the employees and employee organizations to meet and confer with the employer.

This bill would instead prohibit supervisory employees from being included in a demonstration project unless there are written agreements with respect to the project between the affected state agency and all verified supervisory employee organizations that represent supervisory employees covered by the project.

*The people of the State of California do enact as follows:*

SECTION 1. Section 19605 of the Government Code is amended to read:

19605. (a) Supervisory employees, as defined in subdivision (g) of Section 3513, shall not be included within any demonstration project unless there are written agreements with respect to the demonstration project between the affected state agency and all verified supervisory employee organizations that represent supervisory employees covered by the demonstration project.

(b) Employees within any bargaining unit with respect to which a labor organization has not been accorded exclusive recognition shall not be included within any demonstration project unless the employer first meets and confers in good faith with the employees and any employee organizations representing the employees. "Meet and confer in good faith" means that the employer and employees and employee organizations shall have the mutual obligation personally to meet and confer promptly upon request by either party and continue for a reasonable time in order to exchange freely



information, opinions, and proposals, and to endeavor to reach agreement.

O

