

**ORANGE COUNTY SOCIAL SERVICES AGENCY
ADMINISTRATIVE POLICIES AND PROCEDURES MANUAL**

Subject: Union Organizing, Access and Activities

Number: C 3

Approved: Signature on file

Date: 6/5/17

POLICY

The SSA management and supervision are expected to enforce and adhere to the Meyers-Milias-Brown Act, County of Orange Employee Relations Resolution and all applicable Memoranda of Understanding (MOUs) regarding employee association/ union organizing, access and activities. Interference, intimidation, harassment, coercion or discrimination against staff, which exercise their right to organize, is against the law. Failure to allow staff to exercise their right to organize is a violation of the County's Employee Relations Resolution and/or the Meyers-Milias-Brown Act.