
Welcome to the California Leads Conference

- The presentation will begin shortly.
- All participants will be muted upon entry.
- Live presentations will not be recorded.
- Please use the chat feature to direct questions to “All panelists.” When submitting questions, please do not include any personal information.
- Connecting to audio – “Call using computer” for audio to come through your computer speakers or use “Call in/Call me” feature.

CAL HR

California Leads

2021 Conference





How to Develop and Foster Harmonious Labor Relations



2021 Conference

This interactive session covers the key elements of establishing, developing and maintaining good labor relations, as well as the scope of negotiations and management rights, and how negotiations can complement departments' missions. You will learn about the Dills Act, roles and definitions, and why labor relations exist and its functions and roles.

Session Introduction

- Speaker Introductions
- Format for Conference Session
- Interactive
- Ground Rules
 - Mute
 - Chat Function
 - Raise Hand
 - Open Discussion

Ralph C. Dills Act

- Ralph C. Dills Act Gov Code §3512 et seq.
- Governs labor-management relations between California State civil service employees and the State as a employer.
- Confers rights and defines duties on both the State as the employer and the union organizations to balance the labor relationship and respective rights of each party

Management – Union Relationship

KEY MANAGEMENT LEADERS

Governor

Governors Office Staff/Gov Operations

CalHR

Department Managers

Employees

KEY UNION LEADERS

President/Executive Board

International/national organizations

Paid Staff

Union Representatives/Job Stewards

Union members/potential members

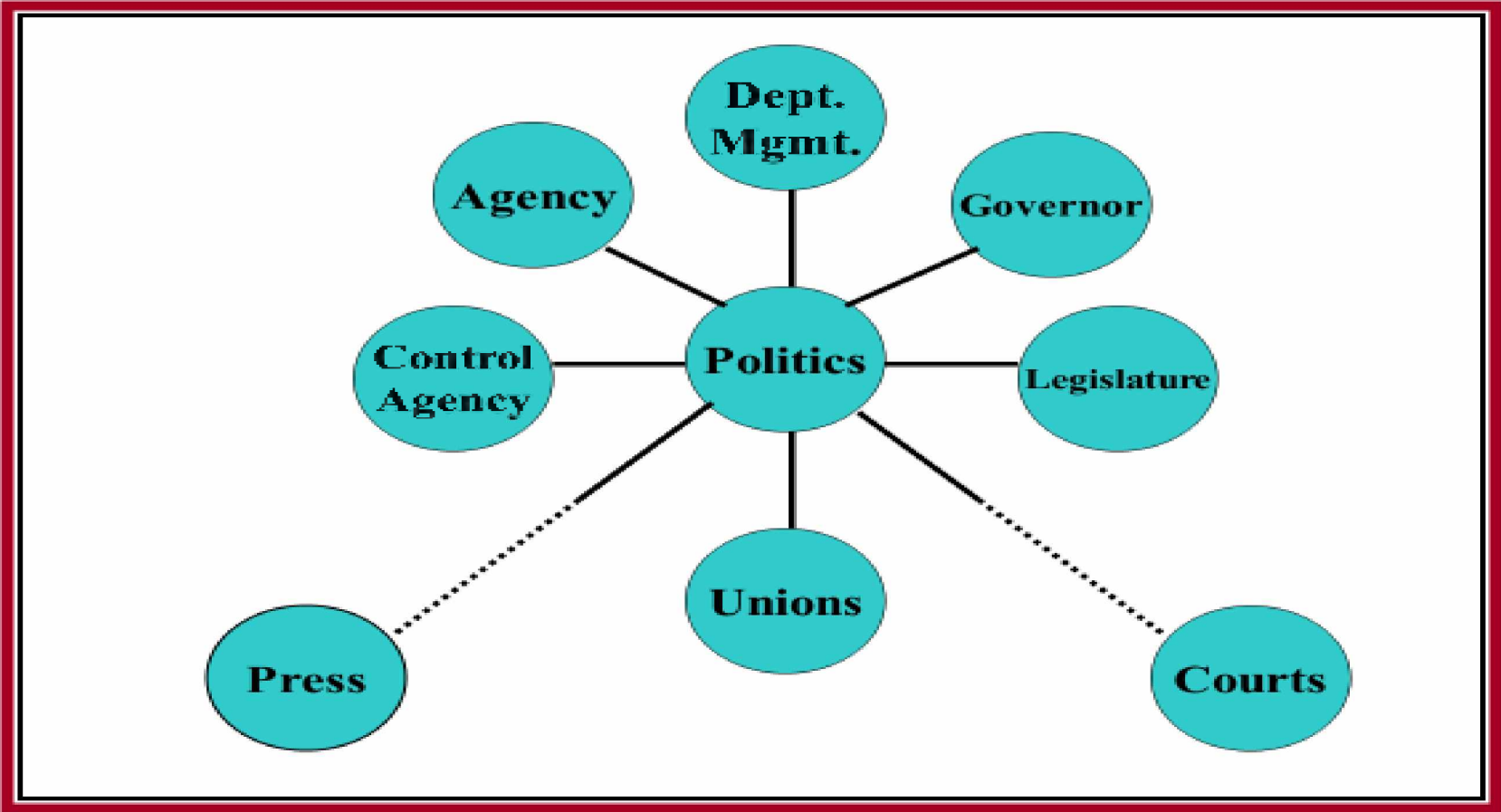
Key Management Leaders

- The Governor Gov. Code §3517
- CalHR Labor Relations Gov. Code §19819.6
Gov. code §19819.7
- Department Labor Relations

Key Union Leaders

- Labor Unions Gov. Code §3515.5
Gov. Code §3516
- Union Representatives MOUs or Union bylaws
- Job Stewards
- Excluded Organizations Gov. Code §3530
Gov. Code §3532

Knowledge of External Relations



Scope of Negotiations

- Wages, Hours and Terms and Conditions of Employment
- Management Decision
- Union Notification
- Excluded Notification
- Meet/Confer with Labor Organizations
- Meet/Confer with Excluded Organizations

COMMUNICATE - COMMUNICATE - COMMUNICATE

Labor/Management Relations

- Relationship Development
- Relationship Communication
- Relationship Respect – Parties are equal
- Knowing Resources

When the Answer is No



Questions



*THANK
YOU*