

Resolution No.

STOCKTON CITY COUNCIL

RESOLUTION APPOINTING THE CITY'S COLLECTIVE BARGAINING REPRESENTATIVES AND DELEGATING AUTHORITY TO NEGOTIATE WITH CITY LABOR GROUPS

For purposes of collective bargaining (negotiations), City employees are represented by nine (9) different officially recognized employee organizations (Employee Associations or Unions). Under state law, these employee organizations have the right to collectively bargain wages, hours, and other terms and conditions of employment. These negotiated terms are contained in a labor agreement often referred to as a Memorandum of Understanding, ("MOU"); and

To facilitate these negotiations, the City has designated its official representatives for collective bargaining. The City's representatives shall receive their direction for negotiations from the City Council in closed session and shall have delegated authority to reach Tentative Agreements with employee organizations, which are non-binding until ratified by the City Council in open session; and

Closed session discussions are protected by law, and violating closed session confidentiality may result in removal from office and a criminal misdemeanor charge. Additionally, the Meyers-Milias-Brown Act (MMBA) prohibits direct dealing or attempting to bypass the designated representatives for collective bargaining; and

To promote and further the harmonious and orderly conduct of labor relations, the City Council agrees to direct all labor negotiations regarding wages, hours, and terms and conditions of employment to the City's designated labor representatives and additionally to follow the guidelines below during active negotiations; now, therefore,

BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF STOCKTON, AS FOLLOWS:

1) The City Council appoints the City's established Labor Relations Team, comprised of the Chief Negotiator, Director of Human Resources, and Human Resources Labor Representatives, as the exclusive authorized collective bargaining representatives for the City of Stockton.

2) The City Council members agree to follow the guidelines below while the City is actively in the process of collectively bargaining with City employee organizations:

- a) No Council Member shall discuss or attempt to directly negotiate with any member of a City employee organization once the City has

started negotiations with that organization and until a final agreement has been reached for that labor group.

- b) All discussions and Council direction for labor collective bargaining shall take place with the City's representatives during closed session meetings of the City Council.
- c) No Council Member shall disclose any discussion that takes place in closed session unless a majority of the entire Council authorizes.
- d) Any attempt by a member of an employee organization to discuss a meet and confer issue with a Council Member shall be promptly reported to the City Council.
- e) Council Members shall refrain from discussions with the press on meet and confer issues until a final agreement has been reached for that labor group, unless a majority of the entire Council authorizes.
- f) Prior to the initiation of meet and confer negotiations or following the approval of final agreement for that labor group, Council Members are free to discuss and state their views on all issues that pertain to the meet and confer process and to the agreement, and all other matters as long as confidential communications are not divulged.
- g) For the purposes of these guidelines, "member of an employee organization" shall include any employee in a classification that is included in the bargaining unit, any person who represents the employee organization during the meet and confer process, any employee, officer, or agent of the employee organization, and any spouse, or other close relative of any of the aforementioned, and any person who approaches a Council Member (or whom a Council Member approaches) on behalf of any of the aforementioned.

PASSED, APPROVED, and ADOPTED March 3, 2026.

CHRISTINA FUGAZI
Mayor of the City of Stockton

ATTEST:

KATHERINE ROLAND, CMC, CPMC
City Clerk of the City of Stockton