

## **JUSTIFICATION FOR SERIES (4000)**

**Personnel, Pending Board Adoption March 2018**

### **Background**

**BP 4140/4240/4340 - Bargaining Units**

(BP revised)

**Policy updated to reflect NEW LAW (SB 285, 2017) which prohibits districts from deterring or discouraging employees from becoming or remaining members of an employee organization. Policy also reflects NEW LAW (AB 119, 2017) which requires districts to provide employee organizations with specified contact information for new employees in the bargaining unit and to give employee organizations access to new employee orientations (limited in scope to onboarding sessions where newly hired employees are advised of their employment status, rights, benefits, duties, responsibilities, or any other employment-related matters).**