



TITLE

Employer-Employee Relations Resolution

RECOMMENDATION

Adopt a Resolution establishing procedures for the administration of employer-employee relations between the American Canyon Fire Protection District and its employee organizations in accordance with the Meyers-Milias-Brown Act (MMBA).

CONTACT

Cliff Campbell, Acting Fire Chief

BACKGROUND & ANALYSIS

The Meyers-Milias-Brown Act (Government Code Section 3500 et seq.) requires local public agencies to adopt reasonable rules and procedures governing employer-employee relations. The proposed resolution establishes formal procedures for communication and negotiations between the District and recognized employee organizations.

The resolution is intended to provide a structured framework for meeting and conferring in good faith on matters related to wages, hours, and other terms and conditions of employment, while preserving the District's management rights as provided under state law.

The proposed resolution establishes procedures addressing the following:

- **Recognition of Employee Organizations:** Defines the process for employee organizations to petition for recognition and represent employees within appropriate bargaining units.
- **Representation Proceedings:** Provides procedures for recognition petitions, elections, decertification, and unit determinations.
- **Administration of Employer-Employee Relations:** Establishes guidelines for communication, updates to employee organization information, and appropriate use of District resources.
- **Impasse Procedures:** Establishes procedures for addressing negotiation impasses, including

mediation through the California State Mediation and Conciliation Service (CSMCS) when necessary.

These procedures ensure the District complies with state law while promoting clear, consistent, and orderly labor relations.

FISCAL IMPACT

There is no direct fiscal impact associated with adoption of this resolution. Costs associated with mediation or election procedures, if required, would be shared between the District and the employee organization as outlined in the resolution.

BOARD PRIORITY PROGRAMS AND PROJECTS

Public Safety: "Ensure American Canyon remains a safe community"

ENVIRONMENTAL REVIEW

None

ATTACHMENTS:

- [1. Resolution 2026-04 EERR](#)