

RESOLUTION  
CAL FIRE LOCAL 2881 58<sup>th</sup> ANNUAL CONVENTION  
SACRAMENTO, CA  
JANUARY 9 - JANUARY 12, 2025

SUBJECT: Adequate Union Orientation for New Hires

SUBMITTED BY: Butte

INTENT: Ensure an adequate time is allotted for union orientation for new hires

FINANCIAL IMPACT: (To be assigned by fiscal steering committee/state finance director)

Sunset Date: \_\_\_\_\_ Continues Indefinitely \_\_\_\_\_

Estimated Annual Revenue: \_\_\_\_\_

WHEREAS, (1) Government Code Section 3556 requires a public employer to provide access to new employee orientations, but leaves the “structure, time, and manner” to be “determined through mutual agreement between the employer and the exclusive representative”; and

WHEREAS, (2) Some CAL FIRE Units only provide 30 minutes for CAL FIRE Local 2881 to present information during “new employee orientations”, such as the annual seasonal employee “returnee academies”; and

WHEREAS, (3) A 30 minute time period is not sufficient in order to adequately cover the various topics necessary to provide an overview of Local 2881; and therefore, be it

RESOLVED, (A) CAL FIRE Local 2881 work to ensure enough time is allotted during “new employee orientations” to adequately orient new employees to the Union; and be it further

RESOLVED, (B) The minimum time allotment be no less than 1 hour per new employee orientation, including fire academies and rehire “academies”.

ACTION:

To Executive Board of Directors \_\_\_\_\_ Adopt in Original Form \_\_\_\_\_

Adopt as Amended \_\_\_\_\_ Adopt as a Consolidation of Resolutions \_\_\_\_\_

Withdrawn by Author \_\_\_\_\_ Reject \_\_\_\_\_