

Report to the Personnel and Finance Committee Regarding the 2026 Employee Benefits Handbook Meet and Confer Process

August 6, 2026

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Key Issues for Committee Discussion:

- ☐ Air Quality worker protections
- ☐ Artificial Intelligence protections
 - Assignments, training, data, privacy, notice, hiring, and job security.
- ☐ Health Insurance Cash-In-Lieu
- ☐ Discipline, Suspension, Discharge
 - Place federal recognized “Weingarten Rights” in the Employee Benefit Handbook to guard against any future erosion of workers’ rights.
- ☐ Safety & Working Conditions
 - Excused absences and the application of any type of paid leave due to natural disasters beyond their control.
 - Expands and extends role of countywide Safety Committee to recommend policy guidance regarding periods of Heat Advisories, Excessive Heat Warnings, Extreme Cold Warnings, Wind Chill Advisories and Severe Storms Advisories/Warnings.
- ☐ Telecommuting
 - Makes temporary exception language permanent.