

COUNTY LOCAL LAWS

(VI) A STATEMENT THAT THE EMPLOYEE ORGANIZATION HAS IN ITS POSSESSION WRITTEN PROOF, DATED WITHIN SIX (6) MONTHS OF THE DATE UPON WHICH THE PETITION IS FILED, TO ESTABLISH THAT AT LEAST THIRTY PERCENT (30%) OF THE EMPLOYEES IN THE UNIT CLAIMED TO BE APPROPRIATE HAVE DESIGNATED THE EMPLOYEE ORGANIZATION TO REPRESENT THEM IN THEIR EMPLOYMENT RELATIONS WITH THE COUNTY.

(2) SUCH A PETITION MAY BE RECEIVED BY THE PERSONNEL OFFICER ONLY DURING THE TIME PERIOD BEGINNING WITH THE DATE THIS ORDINANCE TAKES EFFECT AND DECEMBER 31ST OF THE SAME CALENDAR YEAR. IN SUBSEQUENT YEARS, SUCH PETITIONS MAY BE RECEIVED ONLY DURING THE MONTH OF OCTOBER.

(B) (1) UPON RECEIPT OF SUCH PETITION, THE PERSONNEL OFFICER SHALL GIVE ADEQUATE AND TIMELY NOTICE OF THE FILING TO THE EMPLOYEES IN THE PROPOSED UNIT AND SHALL, WITHIN THIRTY (30) DAYS OF THE FILING DATE OF THE PETITION DETERMINE EITHER THAT THE PROPOSED UNIT IS AN APPROPRIATE REPRESENTATION UNIT OR, THAT AN ALTERNATIVE UNIT IS THE APPROPRIATE REPRESENTATION UNIT. IN MAKING THIS DETERMINATION OF APPROPRIATE REPRESENTATION UNIT, THE FOLLOWING FACTORS, AMONG OTHERS, SHALL BE CONSIDERED:

(I) WHICH UNIT WILL ASSURE EMPLOYEES THE FULLEST FREEDOM IN THE EXERCISE OF RIGHTS DESCRIBED IN THIS ARTICLE.

(II) THE COMMUNITY OF INTEREST AMONG EMPLOYEES IN THE PROPOSED UNIT, INVOLVING SUCH CRITERIA AS SIMILARITY OF JOB DUTIES, SKILLS, WAGES, EDUCATIONAL REQUIREMENTS, SUPERVISION AND WORKING CONDITIONS.

(III) THE HISTORY OF EMPLOYEE RELATIONS WITHIN THE COUNTY.

(IV) THE EFFECT ON THE EXISTING CLASSIFICATION STRUCTURE OF DIVIDING A SINGLE CLASSIFICATION AMONG TWO OR MORE UNITS.

(V) THE EFFECT OF THE UNIT ON THE OVER-FRAGMENTATION OF THE CLASSIFIED SERVICE TO THE DETRIMENT OF MUTUALLY BENEFICIAL RELATIONSHIPS BETWEEN THE COUNTY AND THE EMPLOYEES.

(VI) THE EFFECT OF THE UNIT ON THE EFFICIENT OPERATION OF THE PUBLIC SERVICE.