



CITY OF LONG BEACH

OFFICE OF THE CITY MANAGER

333 WEST OCEAN BOULEVARD • LONG BEACH, CALIFORNIA 90802 • (562) 570-6711 • FAX (562) 570-6583

PATRICK H. WEST
CITY MANAGER

August 15, 2016

The Honorable Jim Cooper
California State Assembly
State Capitol, Room 5158
Sacramento, CA 94249

Re: Opposition to Assembly Bill 2835 (Cooper) Public employees: orientation and informational programs: recognized employee organizations

Dear Assemblymember Cooper:

On behalf of the City of Long Beach, I write in strong opposition to Assembly Bill 2835 (Cooper). This bill would require all public employers to provide an in-person employee orientation to all newly hired public employees within two months of the time of hire. We recognize that employee orientations can be a useful tool to inform and train new employees about a career in the public sector and their responsibilities and employment rights, and benefits and other services available to them. However, the City opposes AB 2835 on the basis of local control, as it threatens to place costly logistical and administrative burdens on public employers.

The City of Long Beach currently provides a four hour new employee orientation session for all new permanent employees bimonthly. The City also annually hires hundreds of temporary employees that often are only employed for one day. It is not feasible for the City to provide a formal new employee orientation sessions to temporary employees. All employees, including temporary employees, are onboarded and provided with relevant policies and employment information through an electronic system. By mandating the frequency and expanding the meaning of a "new employee" to include temporary employees, this bill would significantly increase administrative costs for public agencies that are needed for other local services.

Further, in-person orientation sessions require public employers to utilize additional staff or overtime to cover classes and other services during orientation sessions. The City hires employees sporadically in a variety of different job classifications, at various work locations and work schedules. In the future, the City would like to move away from in-person to webinar type orientation sessions or in another manner that would allow employees to easily participate in an employee orientation session. However, AB 2835 would prevent public employers from utilizing more cost efficient and effective methods of conducting new employee orientations.

Given these reasons, the City of Long Beach opposes AB 2835 (Cooper).

Sincerely,

Patrick H. West
CITY MANAGER

cc: The Honorable Speaker Anthony Rendon, State Assembly
The Honorable Ricardo Lara, State Senate, 33rd District
The Honorable Janet Nguyen, State Senate, 34th District
The Honorable Isadore Hall, III, State Senate, 35th District
The Honorable Mike Gipson, State Assembly, 64th District
The Honorable Patrick O'Donnell, State Assembly, 70th District