

1 **A RESOLUTION TO REPEAL AND REPLACE THE CODE OF RESOLUTIONS, SUBPART B,**
2 **ARTICLE II, EMPLOYEE ORGANIZATIONS, SECTIONS 154-36 THROUGH 154-44 OF THE**
3 **FULTON COUNTY CODE OF LAWS, TO STREAMLINE RECOGNITION OF EMPLOYEE**
4 **ORGANIZATIONS; AND FOR OTHER PURPOSES.**

5
6 **WHEREAS**, on August 15, 1990, the Fulton County Board of Commissioners ("BOC")
7 adopted policies for employee organizations, codified in Fulton County Code of Laws ("FCC")
8 Sections 154-36 through 154-44 ("Employee Organizations Code"); and

9 **WHEREAS**, on March 17, 2010, the BOC amended the Employee Organizations Code to
10 provide more definitions, address the operations of employee organizations (including how the
11 employee organizations will conduct union activities) and to require a memorandum of
12 understanding related to such activities; and

13 **WHEREAS**, in accordance with the Employee Organizations Code, an employee
14 organization, once recognized by the BOC, may meet and confer with County officials regarding
15 working conditions and its members may voluntarily elect to have their dues deducted from their
16 payroll check and paid to the particular employee organization; and

17 **WHEREAS**, the Employee Organizations Code currently requires employee organizations
18 to be designated by "50 percent, plus one of those employees eligible to belong to such employee
19 organization" or attain "a membership level of 300 or more eligible employees" before the
20 employee organization can meet and confer with County officials about working conditions; and

21 **WHEREAS**, the Employee Organizations Code currently provides a convoluted method
22 for BOC recognition that is neither efficient nor clear; and

23 **WHEREAS**, certain sections of the Employee Organizations Code have become obsolete
24 or outdated due to changes related to County operations, such as for example, the Personnel
25 Department being renamed the Department of Human Resources Management and the
26 discontinuation of binding agreements covering the conditions of employment; and

WHEREAS, the BOC desires to update the Employee Organizations Code to streamline and provide clarity to the recognition process, omit outdated titles, names and processes and clarify its applicability.

NOW THEREFORE BE IT RESOLVED, the Fulton County Board of Commissioners hereby repeals the Code of Resolutions, Subpart B, Article II, Employee Organizations, FCC Sections 154-36 through 154-44 of the Fulton County Code of Laws and replaces it in substantially the form outlined in *Attachment A* hereto.

BE IT FINALLY RESOLVED that this Resolution shall become effective upon its adoption, and that all resolutions and ordinances and parts of resolutions and ordinances in conflict with this Resolution are hereby repealed to the extent of the conflict.

SO PASSED AND ADOPTED, this _____ day of April, 2025.

FULTON COUNTY BOARD OF COMMISSIONERS

Sponsored by:

Robert L. Pitts, Chairman (At-Large)

ATTEST:

Tonya R. Grier, Clerk to the Commission

APPROVED AS TO FORM:

Y. Soo Jo, County Attorney