



Middle Management Association

SANTA CRUZ COUNTY

INFORMATION FOR NEWLY APPOINTED MID-MANAGERS

The position to which you have been appointed is classified by the County as Middle Management, and you are therefore eligible for membership in the Santa Cruz County Management Association. The Association would like to welcome you to employment with Santa Cruz County. The purposes of the Association, as stated in its constitution, are to:

- 1.) Help provide communication between all management levels.
- 2.) Serve as a clearing house so that those involved in departmental management can exchange views, experiences and other information so as to develop a common understanding of County policies, operations and procedures.
- 3.) Promote opportunities for management development.
- 4.) Provide for identification of management needs and recommendations for meeting such needs.
- 5.) Act as exclusive representative for all purposes related to employer-employee relations on behalf of the members of the Association.
- 6.) Act as exclusive representative for all purposes related to the Association's interaction with the community at large on behalf of the members of the Association.

The Association is an independent organization and is not affiliated with any other labor organization. Membership is voluntary. The current dues are \$5 per pay period, or \$120 per year. The Association holds a membership meeting annually to elect its Board of Directors, and additional meetings during contract negotiations or other important activities. Membership in the Association allows you to participate in and vote on labor contracts that the Association negotiates with the County.

If you would like to join the Association, please complete the attached Voluntary Deduction Form, or see your Departmental Payroll Clerk. If you have any questions about the Association, please contact Michelle Rodriguez at 454-7692.

Yours truly,

Michelle Rodriguez
Association Vice President