

# Receivership FAQ for AFSCME Local 685 Members

## 1. How will receivership affect me?

At this time, it's too early to know exactly how receivership will affect individual staff. The court has not yet approved the Receiver, and no immediate changes have been made. However, if the Receiver is appointed, they will have the power to make decisions about staffing, training, management, and operations in the juvenile halls. Your union will be involved in these discussions to protect your rights and working conditions.

## 2. Will this affect my job in any way?

Possibly. If the court approves the receivership, the Receiver will have the authority to make changes to improve staffing, safety, and performance. These changes could impact job duties, reporting structures, or how certain tasks are handled. However, any changes that affect your pay, benefits, or working conditions must go through the union. Nothing can happen without following state labor laws.

## 3. Will receivership affect my work location?

There is no specific plan yet to change work locations. That said, the Receiver may choose to reorganize operations to improve safety and services. If location changes are proposed, we will make sure your union is involved in negotiations and your rights are protected.

## 4. Will receivership affect my work schedule?

Your current schedule stays the same for now. If the Receiver proposes changes to schedules—such as shifts, assignments, or days off—those changes must be negotiated with the union. California labor law protects your right to bargain over hours and conditions of work.

## 5. Will receivership affect the MOU?

No. The current Memorandum of Understanding (MOU) remains in full effect. The Receiver must follow state law, including Government Code 3500–3511, which protects collective bargaining rights. Your wages, benefits, and contract protections are still enforceable.

## 6. Can the Receiver lay us off?

The Receiver will have the authority to make staffing decisions, but they must still follow County rules and state labor law. If layoffs are considered, the union will be notified and will have the legal right to meet and confer. No one can be laid off without proper process and protections.

## 7. Can the Receiver bring in all new supervisors and directors?

The Receiver may recommend or appoint new leadership if current supervisors or directors are found to be part of the problem. However, any such decisions must still follow civil service rules and County employment policies. Your union will be watching closely to ensure fair treatment for all members.

## Final Note:

The court hearing is set for August 15, 2025. Until then, no final decision has been made. If the court approves the receivership, your union will engage immediately with the Receiver to protect your job, your safety, and your voice.

**Stay informed. Stay strong.**