



CITY OF LAGUNA NIGUEL

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CITY COUNCIL

Mayor Ray Gennawey
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Council Member Stephanie Oddo
Council Member Stephanie Winstead

August 4, 2025

The Honorable Anna Caballero
Chair, Senate Appropriations Committee
1021 O Street, Room 2200
Sacramento, CA 95814

SUBJECT: AB 339 (Ortega): Local Public Employee Organizations: Notice Requirements. Notice of OPPOSITION (As Amended July 15, 2025)

Dear Senator Caballero,

The City of Laguna Niguel must respectfully **oppose AB 339**, which would require the governing body of a local public agency to provide written notice to the employee organization no less than 60 days prior to issuing any request for proposals, request for quotes, or renewing or extending an existing contract to perform services that are within the scope of work of the job classifications represented by the recognized employee organization, and to engage in potentially extensive and lengthy negotiations regarding each of those actions upon request. AB 339 would be impractical in its execution, is unworkable for ensuring provision of public services, and undermines local labor negotiations.

AB 339 applies to any contract that is within the scope of work of any job classification represented by a recognized employee organization; for local agencies with represented workforces, this essentially means nearly every contract would be subject to notice and possible meet and confer. This provision is considerably broader than the existing requirement for bargaining under the Meyers-Milias Brown Act (MMBA); under existing law, where contracting out is legally permissible, local agencies are still required to “meet and confer in good faith” with any affected bargaining unit prior to making any decision that is within the scope of representation. (Gov. Code, §§ 3505.) However, existing law incorporates several common-sense limitations upon the requirement to meet and confer, including where there is a longstanding past practice of contracting for particular services, or where contracting out is contemplated in the applicable MOU. AB 339 subverts these well-settled principles to the detriment of local public services, an impact that is exponentially more harmful for contract cities like Laguna Niguel.

Furthermore, the lack of definition of emergency or exigent circumstances in AB 339 undermines existing emergency contracting authority; further, this provision only applies to the initial notice requirement, not the meet and confer provisions, making the provision nearly meaningless in an emergency circumstance. As first responders, local agencies rely on existing statutes that allow for considerable flexibility to ensure the safety and well-being of our communities.

AB 339 also undermines the existing provisions of the MMBA that ensure that negotiating parties can reach a final agreement on an MOU. Under the section of the measure that authorizes reopening negotiations indefinitely, there is no benefit to employers to finalize negotiations and close on an agreement. At a time when numerous cities throughout the state are facing budgetary difficulties, incorporating unpredictable salary and benefits costs exacerbates these challenges.

AB 339 represents a sweeping change to the fundamental work of local governments and will NOT improve services, reduce costs, or protect employees. For these reasons, the City of Laguna Niguel respectfully **opposes AB 339**. Should you have any questions about our position, please contact Kevin O'Connor, Assistant to the City Manager, at koconnor@cityoflagunaniguel.org.

Sincerely,



Ray Gennawey
Mayor

Cc: Senate Appropriations Committee
Assembly Member Ortega, 20th Assembly District
Laguna Niguel City Council