



# CITY OF LAVERNE CITY HALL

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May 13, 2025

Assembly Appropriations Committee  
1021 O Street, Suite 8220  
Sacramento, CA 95814

Submitted via the Legislative Position Letter Portal

**RE: Opposition to AB 465 (Zbur) – Local public employees: memoranda of understanding.**

Dear Honorable Assembly Appropriations Committee Members:

On behalf of the City of La Verne, we respectfully oppose Assembly Bill (AB) 465, which imposes prescriptive mandates that undermine local control and disrupt the stability of collective bargaining under the well-established Meyers-Milias Brown Act (MMBA).

The City fully respects and upholds procedural due process and our existing disciplinary and grievance processes provide fair and reasonable protections for employees. However, AB 465 would go far beyond established law by mandating binding arbitration and redefining "progressive discipline" in ways that create ambiguity, increase litigation risk, and impose substantial unfunded costs on local agencies.

Of significant concern is the compulsory final and binding arbitration requirement for all disputes over the interpretation or application of the MOU. Studies, including those from the Attorney General's Racial and Identity Profiling Advisory Board (RIPA) and the Independent Police Auditor for Palo Alto, have demonstrated that such provisions undermine accountability and often result in overturned discipline decisions, even in cases of serious misconduct. Removing the ability of local elected officials to manage their workforce effectively poses risks to public trust and service delivery.

The bill further erodes local discretion by mandating unlimited paid release time for union representatives to investigate potential grievances, with no clear definition of scope or limits. While paid release time is an existing and valuable component of local negotiations, this bill inappropriately removes it from the bargaining table and disregards local fiscal realities and operational needs.

AB 465 also attempts to expand and redefine "progressive discipline" using unclear language that will cause confusion, encourage costly litigation, and undermine effective workplace management. Discipline practices must be tailored to individual cases; mandating a rigid system in all instances, even for minor infractions where progressive discipline would be inappropriate, is disruptive and counterproductive. This requirement risks forcing agencies into multiple hearings and actions for a single employee, creating administrative chaos and overwhelming already resource-strained civil service processes.

The City of La Verne strongly supports collaborative and good-faith bargaining under the MMBA. We firmly believe AB 465 is unnecessary and would diminish labor-management cooperation while imposing significant fiscal and operational burdens. Therefore, we respectfully urge your opposition to AB 465.

Sincerely,

A handwritten signature in black ink that reads "Tim Hepburn". The signature is written in a cursive, flowing style with a prominent initial "T" and "H".

Tim Hepburn  
Mayor