

Employees designated as Managerial, Supervisory, and Confidential are excluded from collective bargaining under the Ralph C. Dills Act. Instead, the "Excluded Employees Bill of Rights Act," passed in 1990, requires the California Department of Human Resources (CalHR) to meet and confer with organizations representing these "excluded" employees regarding their wages, hours, and working conditions. Although CalHR receives input from these organizations, it does not negotiate labor contracts with them nor reach formal agreements.

Another category of employees who are excluded from collective bargaining are called ["exempt" employees](#). This category consists of appointees who are exempt from civil service.