

**ADDENDUM TO
MEMORANDUM OF UNDERSTANDING
UNIT 13 – CRAFTS AND TRADES**

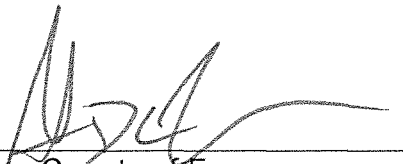
DUES AND DEDUCTIONS

The Union may have the regular dues of its bargaining unit members deducted from their paychecks under procedures as follows:

The Union is solely responsible for distributing to, and collecting from, employees the dues deduction authorization forms. It is the employees' responsibility to submit requests to start or stop dues deductions directly to the Union and not to the County. The Union is responsible for maintaining the dues deduction forms from individual employees. Copies of an individual employee's dues deduction authorization need not be provided to the County unless a dispute arises about the existence or terms of the authorization. Questions regarding Union membership, dues amounts, and payroll deductions must be directed to the Union and not the County.

The Union will provide to the County an updated, certified dues deduction list of bargaining unit members who have provided written authorization for regular dues deductions. The County will deduct dues for only those employees who are in the bargaining unit in accordance with such certified list. The Union will immediately notify the County of any change to an employee's dues deduction, including starting and stopping dues deductions, or validly cancelling or revoking a dues deduction authorization, and will promptly provide the County an updated certified dues deduction list noting any specific changes from the last list provided to the County. The County will implement the change(s) in the pay period following the County's receipt of such notification.

The Union shall indemnify, defend, and hold the County, its officers, agents, and employees harmless from and against any and all claims, demands, losses, defense costs, suits, or other action or liability of any kind or nature arising from this section, including, claims for or related to employee authorizations, revocations, deductions made, cancelled, or changed in reliance on the Union's representations and certifications regarding employee dues deduction authorizations.



County of Fresno

Bart Florence, Business Manager

Steve Crouch, Director of Public Employees



Doug Godinho, Business Representative

11-6-18

Date

11-7-18

Date

**ADDENDUM TO
MEMORANDUM OF UNDERSTANDING
UNIT 39 – OPERATING ENGINEERS**

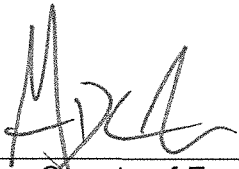
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County of Fresno

Bart Florence, Business Manager

Steve Crouch, Director of Public Employees



Doug Godinho, Business Representative

11/6/18

Date

11-7-18

Date

**ADDENDUM TO
MEMORANDUM OF UNDERSTANDING
UNIT 43 – COMPUTER EMPLOYEES**

DUES AND DEDUCTIONS

The Union may have the regular dues of its bargaining unit members deducted from their paychecks under procedures as follows:

The Union is solely responsible for distributing to, and collecting from, employees the dues deduction authorization forms. It is the employees' responsibility to submit requests to start or stop dues deductions directly to the Union and not to the County. The Union is responsible for maintaining the dues deduction forms from individual employees. Copies of an individual employee's dues deduction authorization need not be provided to the County unless a dispute arises about the existence or terms of the authorization. Questions regarding Union membership, dues amounts, and payroll deductions must be directed to the Union and not the County.

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The Union shall indemnify, defend, and hold the County, its officers, agents, and employees harmless from and against any and all claims, demands, losses, defense costs, suits, or other action or liability of any kind or nature arising from this section, including, claims for or related to employee authorizations, revocations, deductions made, cancelled, or changed in reliance on the Union's representations and certifications regarding employee dues deduction authorizations.



County of Fresno

Bart Florence, Business Manager

Steve Crouch, Director of Public Employees



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11-6-18

Date

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Date