



County of Fresno

Hall of Records, Rm. 301
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Legislation Details (With Text)

File #: 18-1479 **Name:** Addenda to MOU for Units 13, 39 and 43

In control: Human Resources

On agenda: 12/11/2018 **Final action:** 12/11/2018

Enactment date: **Enactment #:**

Title: Approve the Addenda to the Memoranda of Understanding regarding Dues and Deductions for the following Representation Units, represented by Stationary Engineers - Local 39, effective December 11, 2018, as reflected in the Addenda; Unit 13 - Crafts and Trades; Unit 39 - Operating Engineers; and, Unit 43 - Computer Employees

Sponsors: Human Resources

Indexes:

Code sections:

Attachments: 1. Agenda Item, 2. Addenda to MOU for Units 13, 39, and 43

Date	Ver.	Action By	Action	Result
12/11/2018	1	Board of Supervisors	Conducted Hearings	Pass

DATE: December 11, 2018

TO: Board of Supervisors

SUBMITTED BY: Paul Nerland, Director of Human Resources

SUBJECT: Addenda to Memoranda of Understanding for Representation Units 13, 39 and 43

RECOMMENDED ACTION(S):

Approve the Addenda to the Memoranda of Understanding regarding Dues and Deductions for the following Representation Units, represented by Stationary Engineers - Local 39, effective December 11, 2018, as reflected in the Addenda:

- Unit 13 - Crafts and Trades
- Unit 39 - Operating Engineers
- Unit 43 - Computer Employees

Approval of the recommended action would effectuate the tentatively agreed upon terms and conditions as delineated herein regarding the Supreme Court's decision in *Janus v. AFSCME*, issued June 27, 2018, and Senate Bill (SB) 866. This item is countywide.

ALTERNATIVE ACTION(S):

There is no viable alternative action.

FISCAL IMPACT:

There is no Net County Cost associated with the recommended action.

DISCUSSION:

On June 27, 2018, the Supreme Court issued its decision on *Janus v. AFSCME*, ruling that public sector employees cannot be forced to pay a union as a condition of employment, effectively finding it unconstitutional to compel non-union member employees to pay “agency fees” in lieu of becoming a member and paying membership dues.

Additionally, SB 866 was signed into law requiring the recognized employee organization to notify the public employer of the employee’s authorization for dues deductions.

As a result of these legislative actions, your Board’s representatives have met and conferred with Local 39 representatives regarding an addenda which will add and/or delete language pursuant to *Janus v. AFSCME* and SB 866.

ATTACHMENTS INCLUDED AND/OR ON FILE:

Addenda to MOU for Units 13, 39 and 43

CAO ANALYST:

Deborah Paolinelli