County of Fresno

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Legislation Details (With Text)

File #:	18-1480	**Name:**	Addenda to MOU for Units 3, 4, 12, 22 and 36
		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 Service Employees International Union, effective December 11, 2018, as reflected in the Addenda: Unit 3 - Mental Health Professionals & Social Workers; Unit 4 - Eligibility Workers; Unit 12 - Clerical, Paramedical, Building & Service Employees; Unit 22 - Professional, Para-Professional & Tech Employees; and, Unit 36 - Supervisory Employees

Sponsors: Human Resources

Indexes:

Code sections:

Attachments: 1. Agenda Item, 2. Deleted Article, 3. Addenda to MOU for Units 3, 4, 12, 22 and 36

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

SUBJECT: Addenda to Memoranda of Understanding for Representation Units 3, 4, 12, 22 and 36

RECOMMENDED ACTION(S):

Approve the Addenda to the Memoranda of Understanding regarding Dues and Deductions for the following Representation Units, represented by Service Employees International Union, effective December 11, 2018, as reflected in the Addenda:

- **Unit 3 - Mental Health Professionals & Social Workers**
- **Unit 4 - Eligibility Workers**
- **Unit 12 - Clerical, Paramedical, Building & Service Employees**
- **Unit 22 - Professional, Para-Professional & Tech Employees**
- **Unit 36 - Supervisory 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 deduction.

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

ATTACHMENTS INCLUDED AND/OR ON FILE:

Deleted Article
Addenda to MOU for Units 3, 4, 12, 22 and 36

CAO ANALYST:

Debbie Paolinelli