



# County of Fresno

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## Legislation Details (With Text)

**File #:** 18-1481 **Name:** Addendum to MOU for Unit 31

**In control:** Human Resources

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

**Enactment date:** **Enactment #:**

**Title:** Approve the Addendum to the Memorandum of Understanding regarding Dues and Deductions for Representation Unit 31 - Public Defenders, represented by the Professional Association County Employees, effective December 11, 2018, as reflected in the Addendum

**Sponsors:** Human Resources

**Indexes:**

**Code sections:**

**Attachments:** 1. Agenda Item, 2. Addendum to MOU for Unit 31

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:** Addendum to Memorandum of Understanding for Representation Unit 31

### RECOMMENDED ACTION(S):

**Approve the Addendum to the Memorandum of Understanding regarding Dues and Deductions for Representation Unit 31 - Public Defenders, represented by the Professional Association County Employees, effective December 11, 2018, as reflected in the Addendum.**

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 Unit 31 representatives regarding an addendum, which will add and/or delete language pursuant to *Janus v. AFSCME* and SB 866.

ATTACHMENTS INCLUDED AND/OR ON FILE:

Addendum to MOU for Unit 31

CAO ANALYST:

Debbie Paolinelli