



# County of Fresno

Hall of Records, Rm. 301  
2281 Tulare Street  
Fresno, California  
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## Legislation Text

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**File #:** 18-1479, **Version:** 1

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**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