



Human Resources and Development COUNTY OF TULARE AGENDA ITEM

BOARD OF SUPERVISORS

KUYLER CROCKER
District One

PETE VANDER POEL
District Two

AMY SHUKLIAN
District Three

J. STEVEN WORTHLEY
District Four

MIKE ENNIS
District Five

AGENDA DATE: September 25, 2018

Public Hearing Required	Yes	<input type="checkbox"/>	N/A	<input checked="" type="checkbox"/>
Scheduled Public Hearing w/Clerk	Yes	<input type="checkbox"/>	N/A	<input checked="" type="checkbox"/>
Published Notice Required	Yes	<input type="checkbox"/>	N/A	<input checked="" type="checkbox"/>
Advertised Published Notice	Yes	<input type="checkbox"/>	N/A	<input checked="" type="checkbox"/>
Meet & Confer Required	Yes	<input checked="" type="checkbox"/>	N/A	<input type="checkbox"/>
Electronic file(s) has been sent	Yes	<input checked="" type="checkbox"/>	N/A	<input type="checkbox"/>
Budget Transfer (Aud 308) attached	Yes	<input type="checkbox"/>	N/A	<input checked="" type="checkbox"/>
Personnel Resolution attached	Yes	<input type="checkbox"/>	N/A	<input checked="" type="checkbox"/>
Agreements are attached and signature line for Chairman is marked with tab(s)/flag(s)	Yes	<input type="checkbox"/>	N/A	<input checked="" type="checkbox"/>

CONTACT PERSON: Rhonda Sjostrom PHONE: 636-4900

SUBJECT: Side Letter of Agreement with the Tulare County Corrections Association.

REQUEST(S):
That the Board of Supervisors:
Approve a side letter agreement with the Tulare County Corrections Association (TCCA) regarding language changes to the TCCA Memorandum of Understanding to comply with the U.S. Supreme Court decision of *Janus v. AFSCME* and Senate Bill 866.

SUMMARY:
On June 27, 2018 the U.S. Supreme Court issued a decision on *Janus v. AFSCME* that deemed collecting agency fees unconstitutional for agency shop unions. In addition, Governor Brown signed into law that day Senate Bill 866 that amends and creates new State law regulating: (1) how public employers and employee organizations manage organization membership dues deductions; (2) how public employers communicate with employees about their rights to join or support, or refrain from joining or supporting, employee organizations; and (3) making the location of employee orientations confidential.

It is the County's intent to remain compliant with Federal and State law as outlined in *Janus*, and Senate Bill 866.

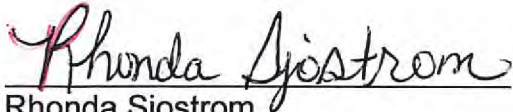
FISCAL IMPACT/FINANCING:
Adoption of this agreement does not result in increased cost to the County.

SUBJECT: Side Letter of Agreement regarding TCCA MOU Language Changes
DATE: September 25, 2018

LINKAGE TO THE COUNTY OF TULARE STRATEGIC BUSINESS PLAN:

Organizational Performance: Continuously improve organizational effectiveness and fiscal stability. Provide for the stability of county operations through periods of economic fluctuations, changing priorities and service demands.

ADMINISTRATIVE SIGN-OFF:



Rhonda Sjostrom
Human Resource Director

cc: Auditor-Controller
County Counsel
County Administrative Office (2)
TCCA

Attachment(s) Side Letter Agreement between Tulare County and TCCA

**BEFORE THE BOARD OF SUPERVISORS
COUNTY OF TULARE, STATE OF CALIFORNIA**

IN THE MATTER OF APPROVAL OF A)
SIDE LETTER OF AGREEMENT WITH THE) Resolution No. _____
COUNTY AND TULARE COUNTY) Agreement No. _____
CORRECTIONS ASSOCIATION.)

UPON MOTION OF SUPERVISOR _____, SECONDED BY
SUPERVISOR _____, THE FOLLOWING WAS ADOPTED BY THE
BOARD OF SUPERVISORS, AT AN OFFICIAL MEETING HELD September 25, 2018,
BY THE FOLLOWING VOTE:

AYES:
NOES:
ABSTAIN:
ABSENT:

ATTEST: MICHAEL C. SPATA
COUNTY ADMINISTRATIVE OFFICER/
CLERK, BOARD OF SUPERVISORS

BY: _____
Deputy Clerk

* * * * *

That the Board of Supervisors:
Approve a side letter agreement with the Tulare County Corrections Association
(TCCA) regarding language changes to the TCCA Memorandum of Understanding to
comply with the U.S. Supreme Court decision of *Janus v. AFSCME* and Senate Bill
866.