



# 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

EDDIE VALERO  
District Four

DENNIS TOWNSEND  
District Five

**AGENDA DATE:** March 19, 2019

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 Service Employees International Union, Local 521, Bargaining Units 1,2,3,4,6, & 7.

**REQUEST(S):**

That the Board of Supervisors:  
Approve a side letter agreement with the Service Employees International Union, Local 521 (SEIU) Bargaining Units 1,2,3,4,6, & 7 regarding language changes to the SEIU Memorandum of Understanding to comply with the U.S. Supreme Court decision of *Janus v. AFSCME* and Senate Bills 866 and 1085.

**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 Senate Bill 866 (SB 866) and Senate Bill 1085 (SB 1085). SB 866 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. SB 1085 provides that the County grant employees, upon request from the employee organization a reasonable leave of absence without loss of compensation or other benefits for the purpose of enabling employees to serve as stewards or officers of the Union.

It is the County's intent to remain compliant with Federal and State law as outlined in *Janus*, and Senate Bills 866 and 1085.

**SUBJECT:** Side Letter of Agreement with the Service Employees International Union, Local 521, Bargaining Units 1,2,3,4,6, & 7.  
**DATE:** March 19, 2019

**FISCAL IMPACT/FINANCING:**

Adoption of this agreement does not result in increased cost to the County.

**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 Sjoström  
Human Resources Director

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

Attachment(s) Side Letter Agreement between Tulare County and SEIU, Local 521, Bargaining Units 1,2,3,4,6, & 7.



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

IN THE MATTER OF A SIDE LETTER )  
OF AGREEMENT WITH THE COUNTY ) Resolution No. \_\_\_\_\_  
AND THE SERVICE EMPLOYEES ) Agreement No. \_\_\_\_\_  
INTERNATIONAL UNION, LOCAL 521 )

UPON MOTION OF SUPERVISOR \_\_\_\_\_, SECONDED BY  
SUPERVISOR \_\_\_\_\_, THE FOLLOWING WAS ADOPTED BY THE  
BOARD OF SUPERVISORS, AT AN OFFICIAL MEETING HELD MARCH 19, 2019 BY  
THE FOLLOWING VOTE:

AYES:  
NOES:  
ABSTAIN:  
ABSENT:

ATTEST: JASON T. BRITT  
COUNTY ADMINISTRATIVE OFFICER/  
CLERK, BOARD OF SUPERVISORS

BY: \_\_\_\_\_  
Deputy Clerk

\* \* \* \* \*

That the Board of Supervisors:  
Approved the side letter agreement with the Service Employees International Union,  
Local 521, (SEIU) regarding language changes to the SEIU Memorandum of  
Understanding Units 1,2,3,4,6, & 7 to comply with the U.S. Supreme Court decision of  
*Janus v. AFSCME* and Senate Bills 866 and 1085.