



**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 Government Lawyer's Association of Workers, Bargaining Unit 8.

REQUEST(S):

That the Board of Supervisors:
Approve a side letter agreement with the Government Lawyer's Association of Workers (G-LAW) Bargaining Unit 8 regarding language changes to the G-LAW 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.

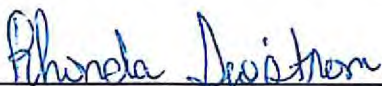
SUBJECT: Side Letter of Agreement with the Government Lawyer's Association of Workers, Bargaining Unit 8.

DATE: March 19, 2019

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 Resources Director

cc: Auditor -Controller
County Counsel
County Administrative Office (2)
County District Attorney
County Public Defender
Department of Child Support Services
G-LAW

Attachment(s) Side Letter Agreement between Tulare County and G-LAW Bargaining Unit 8.

**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 GOVERNMENT LAWYER'S) Agreement No. _____
ASSOCIATION OF WORKERS)

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 Government Lawyer's Association
of Workers (G-LAW) regarding language changes to the G-LAW Memorandum
of Understanding Unit 8 to comply with the U.S. Supreme Court decision of
Janus v. AFSCME and Senate Bill 866.