

Web Posting Transmittal Sheet

Meeting Date: 9.5.19

✓	BU #	NAME OF UNIT
	6	Health and Welfare Supervisors <i>SHAPE</i>
	10	Skilled Craft and Service Maintenance <i>Stationary Engineers, Local 39</i>
	3	Law Enforcement Employees
	4	Law Enforcement Supervisors <i>Deputy Sheriff's Association</i>
	12	Probation Employees
	15	Probation Supervisors <i>Probation Peace Officer Association</i>
	13	Correctional Officers <i>Sheriff's Custody Association</i>
X	14	Correctional Supervisors <i>Teamsters, Local 856</i>
	17	Law Enforcement Management
	18	Law Enforcement Management <i>Law Enforcement Management Association</i>
	2	Nurses
	7	Regulatory, Technical and General Services
	9	Clerical Employees
	5	Health and Welfare Service Employees
	8	General Services Supervisors
	82	EH Nurses
	87	EH Regulatory, Technical, & General Services
	89	EH Clerical Employees
	90	EH Probation Employees <i>SEIU</i>
	1	Attorneys <i>Teamsters. Local 150</i>
	11	Psychiatrists, Physicians and Dentists <i>Union of American Physicians & Dentists</i>
	16	Mid Management <i>AMMPS</i>
	19	Executive and Senior Management <i>Professional & Technical Engineers, Local 21</i>

County Proposal(s) to Union

Union Proposal(s) to County

Proposal(s) attached.

**Amendment to the Memorandum of Understanding
Between the County of Solano and Teamsters Union, Local #856, AFL-CIO**

This will confirm an understanding reached between the County of Solano, hereinafter referred to as the "County," and the Teamsters Union, Local, #865, hereinafter referred to as the "Union," representing Unit 14 – Correctional Supervisors. Collectively, the County and the Union are referred to as the "parties."

Upon execution of this agreement Appendix C of the Memorandum of understanding is deleted.

Upon execution of this agreement, Section 3 – Union Security and Rights, Subsection 1 Union Dues and Service Fees of the Memorandum of Understanding is deleted and replaced with the following:

3.1 Union Dues

- A. The parties to this Memorandum of Understanding mutually understand and agree all employees subject to this agreement have the right to join or not join the Association.
- B. Any Unit employee who has a dues deduction authorization on file with the Auditor Controller's Office as of June 27, 2018 shall be deemed to have signed up for union deductions.
- C. Employees may sign up for Payroll Deductions of Association dues with the Association. The Association will certify, in a letter to the County's Auditor Controller's Office – Payroll Bureau, new members of the Association. If employees opt for such deduction, it is understood that the dues will be deducted starting from the first day of the pay period following receipt of the certification and shall continue for the duration of this agreement, or until: 1. The last day of the last pay period following the transfer, promotion, or demotion of the employee to a different unit; or 2. Until the end of the pay period following notification from the Association to the County to cease deducting Association dues, or a later date as specified by the Association (to coincide with the end of a pay period).
- D. Dues deduction shall not be retroactive.
- E. The County will not deduct any Union fine, penalties, or special assessments from the pay of any employees.
- F. With the approval of the immediate supervisor, the County will provide a Union designated Employee Representative the opportunity to contact each new hire within thirty (30) days of the date of hire. The Union is responsible for obtaining supervisor approval at a mutually convenient time. Such contacts shall not exceed one hour per month per representative. Such contact will be at the expense of the representative.
- G. It shall be the sole responsibility of the Union to procure and enforce payroll deduction of dues from Unit employees.
- H. The County will provide a list of employees newly hired into regular positions to the Union on at least a monthly basis. The County will also provide the Union with copies of signed

dues deduction authorization forms and dues deduction withdrawal requests on a monthly basis.

- I. The Union shall indemnify, defend and hold the County of Solano, its officers, officials, agents and employees, harmless against any claim, demand, suit or liability (monetary or otherwise) and for all legal costs arising from any action taken or not taken by the County, its officials, agents and employees in complying with this agreement which are in excess of the amount of dues which the County has agreed to deduct.
- J. The County will provide information on employees' name, department, unit and classification on a quarterly basis on both paper and computer disk.

For the County:

For the Union:

Marc A. Fox
Director of Human Resources

Jim Bickert
RAUNS LUCIA STERN

Date

Date