

## Appendix B

# **SIDE-LETTER AGREEMENT Between COUNTY OF CALAVERAS And SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 1021**

THIS SIDE LETTER REFLECTS A MODIFICATION TO THE CURRENT MEMORANDUM OF UNDERSTANDING BETWEEN THE COUNTY OF CALAVERAS AND THE SERVICE EMPLOYEES INTERNATIONAL UNION (SEIU), LOCAL 1021, MUTUALLY AGREED UPON BETWEEN BOTH PARTIES AFTER THE MEET AND CONFER PROCESS AND FORMAL RATIFICATION BY SEIU AND APPROVAL BY THE COUNTY BOARD OF SUPERVISORS. THE EFFECTIVE DATE FOR THESE CHANGES WILL BE THE FIRST PAY PERIOD AFTER BOARD ADOPTION UNLESS OTHERWISE PROVIDED BY STATE LAW.

### **Section 2.0 Union Security**

The parties agree to amend Section 2.01 as Follows:

#### **2.01 Dues Deduction**

1. The County shall make, cancel, or change a deduction at the request of the organization authorized to receive the deduction according with applicable law.
2. After receiving certification from the Union that it possesses a written authorization for member deduction, or upon written request from the Union to cancel or change a members' deduction, the County shall commence the first deduction, cancellation, or change in the next pay period after receipt of the notification or request. The Union shall indemnify the County for any claims made by any employee for deductions, cancellations, or changes made in reliance on Union certification.
3. Member(s) requests to authorize dues/other deductions(s), or requests to cancel or change such deductions, shall be directed to the Union rather than the employer, the union shall be responsible for processing these requests. Union shall provide County a certification covering every member(s) requested deduction or reduction that they have and will maintain an authorization, signed by the individual from whose salary or wages the deduction or reduction is to be made.
4. The Union shall indemnify, defend and hold County harmless of and from any liability that may result from making, canceling, or changing requested deductions or reductions from Union.
5. Violations of this Section of the MOU are grievable.
6. The County of Calaveras shall abide by all applicable terms of Senate Bill 866, Chapter 53, which was approved by Governor Brown on June 27, 2018 or as may be amended from time to time.

### **Section 12.0 Health and Welfare**

The parties agree to amend Section 12.02 as Follows:

#### **12.02 County Contributions**

The County Contribution towards health insurance shall be as follows:


Employee	-	\$626.72
Employee + one	-	\$1,222.40
Family	-	\$1,616.84


One Hundred Percent (100%) of Employee-Only Dental and Employee-Only Vision to be paid by the County.

The side letter will be attached to the current MOU as **Appendix B** and the sections, as modified above, will be added to the successor MOU.

COUNTY OF CALAVERAS

SERVICE EMPLOYEES INTERNATIONAL UNION,  
LOCAL 1021

  
12/10/18  
\_\_\_\_\_  
Judy Hawkins  
Deputy CAO/HR & Risk Director

  
\_\_\_\_\_  
Mike Fouch  
SEIU Field Representative

  
\_\_\_\_\_  
Gary Tofanelli  
Chair, Board of Supervisors

12/10/18  
\_\_\_\_\_  
Todd Nosanow

  
\_\_\_\_\_  
Rose Beristianos

  
\_\_\_\_\_  
John Stead-Mendez  
SEIU Executive Director