

**THE BOARD OF SUPERVISORS OF CONTRA COSTA COUNTY, CALIFORNIA**  
**and for Special Districts, Agencies and Authorities Governed by the Board**

Adopted this Resolution on 06/26/2018 by the following vote:

AYE:   
NO:   
ABSENT:   
ABSTAIN:   
RECUSE:



**Resolution No. 2018/233**

In the Matter Of: Resolution in support of the public sector unions in Contra Costa County to ensure their health and success; and supporting the freedom of Contra Costa employees to participate in strong unions following the U. S. Supreme Court decision in Janus v. AFSCME Council 31

**WHEREAS**, all families should have the means to thrive in safe and healthy communities; and

**WHEREAS**, the working people who provide critical services to the public deserve good jobs that can support families; and

**WHEREAS**, being able to come together in unions gives people a powerful voice in speaking up for themselves, their families, and their communities and ensures they are treated with dignity and respect at work; and

**WHEREAS**, unions have been instrumental in raising wages and improving benefits such as health care for themselves, their families, and all of us; and

**WHEREAS**, People working collectively together in unions have won victories like the 40-hour work week, overtime pay, and health and safety standards, as well as advanced policies especially important to women like paid leave, earned sick time, and reducing the gender pay gap; and.

**WHEREAS**, when people can negotiate together for strong contracts, higher wages, and safer, dignified working conditions, all of us benefit, our communities are stronger, and our entire economy is made more fair; and

**WHEREAS**, While the impacts of the United States Supreme Court case Janus v. AFSCME Council 31 will take some time to determine, it is clear that the ruling will restrict unions from requiring fees from non-member employees who benefit from collective bargaining, thereby impacting the unions' power to effectively negotiate on behalf of all public sector workers, and

**WHEREAS**, Contra Costa County relies on those who work in public service to provide critical services to the public;

Now, therefore, be it **RESOLVED**, That Contra Costa County supports the freedom of all employees to exercise their rights to a voice and dignity on the job through joining together in strong unions; and, be it **FURTHER RESOLVED**, That Contra Costa County will continue to work with our public sector unions to ensure their health and success by cooperating to address impacts of the Janus Decision, and by engaging in good faith discussions around implementing membership cards providing ongoing financial commitments of unit members and providing adequate release time for rank and file union leaders to explain the implications of the Janus decision and address continued union participation by our employees.

I hereby certify that this is a true and correct copy of an action taken and entered on the minutes of the Board of Supervisors on the date shown.

Contact: Lisa Driscoll, Finance Director (925)  
335-1023

ATTESTED: June 26, 2018

David J. Twa, County Administrator and Clerk of the Board of Supervisors

By: , Deputy

cc: Dianne Dinsmore, Human Resources Director