

SIDE LETTER AGREEMENT TO THE CURRENT CONTRACT AGREEMENT
Between the Cosumnes Community Services District (CSD)
And
Teamsters, Local 150 Full Time Unit, Local 853 Supervisory Unit, & Local 150 Part
Time Unit
(SL-All Units-2019-1)

The Teamsters Local 150 Full Time Unit, Local 853 Supervisory Unit, and Local 150 Part Time Unit and representatives of the Cosumnes Community Services District (CSD) have met and conferred in good faith and have reached an agreement to establish the following changes to the Memoranda of Understanding (MOU) between each Teamsters Bargaining Unit and the District. These changes are meant to serve as administrative clean up that was inadvertently overlooked in the most recent MOU negotiations.

Teamsters Local 150 Full Time Unit

Remove the following language from Section 2.3 Payroll Deduction of Union Dues:

The District agrees to deduct an agency service fee in lieu of monthly Union dues in accordance with Hudson procedures for employees that are not members of the Union.

Furthermore, remove number six in its entirety from the list in Section 2.3:

6) All employees must, as a condition of employment, either become a Union member and pay regular monthly dues or pay an agency service fee in lieu of dues. Failure to authorize deductions for either Union dues or the agency service fee shall result disciplinary action up to and including termination from employment.

Teamsters Local 853 Supervisory Unit

Remove the following language from Section 2.5 Payroll Deduction of Union Dues:

The District agrees to deduct an agency service fee in lieu of monthly Union dues in accordance with Hudson procedures for employees that are not members of the Union.

Furthermore, remove number six in its entirety from the list in Section 2.5:

6) All employees must, as a condition of employment, either become a Union member and pay regular monthly dues or pay an agency service fee in lieu of dues. Failure to authorize deductions for either Union dues or the agency service fee shall result disciplinary action up to and including termination from employment.

Teamsters Local 150 Part Time Unit

Remove the following language from Section 2.5 Payroll Deduction of Union Dues:

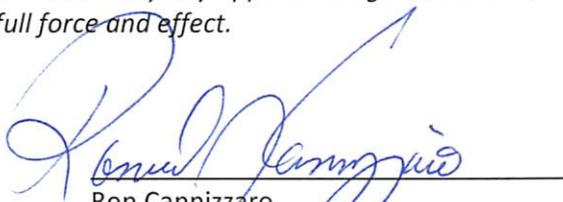
The District agrees to deduct an agency service fee in lieu of monthly Union dues in accordance with Hudson procedures for employees that are not members of the Union.

Furthermore, remove number six in its entirety from the list in Section 2.5:

6) All employees must, as a condition of employment, either become a Union member and pay regular monthly dues or pay an agency service fee in lieu of dues. Failure to authorize deductions for either Union dues or the agency service fee shall result disciplinary action up to and including termination from employment.

The parties acknowledge that the intent of these changes is to comply with the United States Supreme Court decision in Janus vs. AFCME in which agency shop fees were deemed unconstitutional. Furthermore, the parties recognize that all three MOUs contain a Savings Clause provision in Section 14.8 which states:

Should any provision(s) of this Agreement, be found unlawful by a court of competent jurisdiction or invalidated by any applicable legislation or resolution, the remainder of the Agreement shall continue in full force and effect.



Ron Cannizzaro
Business Representative
FOR THE TEAMSTERS LOCAL 150 FULL TIME UNIT



Joe Ambrosini
FOR THE COSUMNES COMMUNITY
SERVICES DISTRICT