

## Side Letter Agreement

### City of Santa Cruz And Santa Cruz Firefighters, I.A.F.F., Local 1716

(September 13, 2018)

Pursuant to the provisions of the Meyers-Milias-Brown Act (“MMBA”), this Side Letter of Agreement (the “Side Letter Agreement”), related to the U.S. Supreme Court decision, *Janus v. AFSCME*, and California Senate Bill 866, is entered into on September 13, 2018, between the City of Santa Cruz (the “City”) and the Santa Cruz Firefighters, I.A.F.F., Local 1716 (the “Union”) as an amendment to the Memorandum of Understanding effective September 26, 2015 through September 20, 2019 (“MOU”).

It is understood and agreed that the specific provisions contained in this Side Letter Agreement shall supersede any previous agreements, whether oral and written, regarding the matters contained herein. Except as provided herein, all wages, hours and other terms and conditions of employment presently enjoyed by the Union in the MOU shall remain in full force and effect.

The City and the Union have met and conferred in good faith in accordance with the MMBA, concerning the terms and conditions of this Side Letter Agreement and its implementation and agree to the following:

- (a) The heading of Section 5.00, “UNION RECOGNITION/AGENCY SHOP” is replaced with the following: “UNION RECOGNITION” and
- (b) Sections 5.02 AND 5.03 of the MOU shall be replaced with the following:

#### **5.02 Payroll Deduction**

##### 5.02.01 Payroll Deductions

The City shall deduct Union membership dues and any other mutually agreed-upon, payroll deductions, to the extent permitted by law, from the monthly pay of each member employee. The Union will provide the City with information regarding the amount of dues deductions and the list of Union member employees who have affirmatively consented to or authorized dues deductions.

The City shall remit the deducted dues and any other mutually agreed payroll deduction, to the extent permitted by law, to the Union as soon as possible after the deduction.

The City agrees to direct each member employee to the Union with regard to any questions or concerns related to membership dues or any other mutually agreed payroll deduction, to the extent permitted by law.

The Union is responsible for providing the City with timely information regarding changes to member employees’ dues and any other lawful union-related payroll deduction.

5.02.02 Union's Certification

The City shall make payroll deductions in reliance on the Union's certification certifying that the Union has and will maintain an authorization, signed by each member employee who affirmatively consents to pay Union membership dues. Similarly, The City shall only cancel or modify any membership dues or any other mutually agreed payroll deduction, to the extent permitted by law, for any member employees in reliance on the information provided by the Union.

The City shall not request the Union to provide a copy of any member employees' authorization unless a dispute arises about the existence or terms of the authorization.

**5.03 Indemnification**

The Union shall indemnify, defend, protect and hold harmless the City and its elected and appointed officials, officers, employees, officers and agents (collectively hereafter the "Indemnitees") from and against any and all claims, liabilities, losses, damages, fines, penalties, claims, demands, suits, actions, causes of action, judgments, costs and expenses (including, but not limited to, reasonable attorneys' fees and court costs) arising from the application of any provisions under Section 5.02, including, but not limited to, any claims made by any member employees for the membership dues deductions the City made in reliance on the Union's certification, and any claims made by any member employees for any deduction cancellation or modification the City made in reliance on the information provided by the Union.

In the event any such action or proceeding is brought against the City by reason of any such claim, the Union, upon notice from the City, covenants to defend such action or proceeding by counsel reasonably satisfactory to the City. Further, the Union agrees to indemnify and hold harmless the Indemnitees for any loss or damage arising from the Union's actions or inactions under Section 5.02.

**Santa Cruz Firefighters, I.A.F.F., LOCAL 1716**

**City of Santa Cruz**

Date: 9/18/18

Date: 9/18/18

By: Cody Muhly  
Cody Muhly

By: Lisa Murphy  
Lisa Murphy

Date: 9/18/18

Date: 9/18/18

By: Brandon Yamasaki  
Brandon Yamasaki

By: Joe McMullen  
Joe McMullen