

LETTER OF UNDERSTANDING  
BETWEEN  
SACRAMENTO COUNTY  
AND  
TEAMSTERS 150/228  
GENERAL SUPERVISORY UNIT

Agency Shop

The parties agree to apply the following subsections to Article 1, Coverage and Union rights, of the 2006-2011 agreement between Teamsters 150/228 and Sacramento County as they pertain to the agency shop deduction:

**(1) INDEMNIFICATION**

Teamsters shall indemnify and hold the County harmless against any and all claims, demands, suits, orders, judgments or other forms of liability that shall arise out of or by reason of, action taken or not taken by the County under this article.

**(2) PAYROLL AUTHORIZATION REQUIREMENTS**

The authorization for payroll deductions described in this subsection shall specifically require the employee to agree to hold the County harmless from all claims, demands, suits or other forms of liability that may arise against the County for or on account of any deduction made from the wages of such employee.

It is agreed that agency shop fair share fees and charitable contributions specified herein shall be deducted from the salary of each employee covered by this section who files with the County a written authorization requesting such deduction be made.

The above subsections will be incorporated into the successor agreement.

16 JAN 2007

Date

J. B. [Signature]

Teamsters, 150/228

[Signature]

Sacramento County