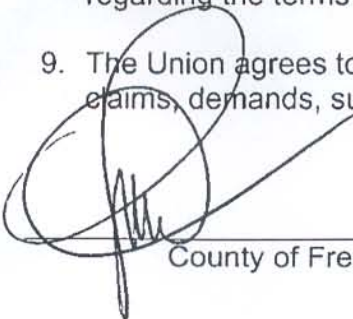



**ADDENDUM  
TO MEMORANDUM OF UNDERSTANDING FOR  
SEIU – LOCAL 521, UNITS 2, 3, 4, 12, 22, 31 & 36  
CONTRIBUTIONS TO COMMITTEE ON POLITICAL EDUCATION (COPE)**

The County of Fresno and SEIU – Local 521 have met and conferred regarding voluntary employee contributions to Committee on Political Education (COPE). Having met and conferred, the parties agree to the following terms and conditions:

1. Contributions to COPE are voluntary and no employee shall be required to contribute.
2. Employees opting to participate shall complete an authorization form authorizing a payroll deduction to be remitted to SEIU – Local 521 for COPE. Deductions shall commence as soon as practicable once completed authorization forms are received and processed by the Auditor-Controller/Treasurer-Tax Collector's office.
3. Employees may revoke their COPE authorization at any time by submitting a request in writing to the Auditor-Controller/Treasurer-Tax Collector's office. Deductions shall cease as soon as practicable once a written request revoking authorization is received and processed by the Auditor-Controller/Treasurer-Tax Collector's office.
4. Once processed by the Auditor-Controller/Treasurer-Tax Collector the County shall deduct, once each pay period, the amount set forth on the authorization form submitted to the Auditor-Controller/Treasurer-Tax Collector's office.
5. Withheld deductions shall be forwarded promptly to SEIU – Local 521.
6. A deduction register listing employee name and amount deducted shall be forwarded promptly to SEIU – Local 521.
7. Subject to all provisions of the County of Fresno Employee Relations Ordinance, the County agrees to continue deducting COPE contributions from employee's pay until such time as the employee revokes said authorization.
8. Furthermore, upon the request of the County, the parties agree to meet and confer regarding the terms and conditions of this agreement.
9. The Union agrees to indemnify and hold the County harmless from any and all claims, demands, suits, or any other action arising from this addendum.

  
\_\_\_\_\_  
County of Fresno

  
\_\_\_\_\_  
SEIU – Local 521

4-24-08  
Date