

Good morning,

Today, the United States Supreme Court issued a ruling that restricts public employers from deducting fees from represented employees who are non-union members. The Court ruled that this process violates the First Amendment of the United States Constitution and is no longer permissible.

Kern County's labor contracts mandate the deduction of what are called "representational fees." These fees are separate and distinct from union membership dues. Today's ruling only restricts the deduction of representational fees. If you have questions related to your union membership and/or membership dues, you must contact your employee organization directly.

The County Administrative Office will be working with our Auditor-Controller-County Clerk and County Counsel to ensure that Kern County is in full compliance with this new ruling. The Court's ruling can be found at https://www.supremecourt.gov/opinions/17pdf/16-1466_2b3j.pdf, if you would like further detail.

Sincerely,

Devin W. Brown
Chief Human Resources Officer