Side Letter Agreement

Effective upon approval by the Board of Directors, the Memorandum of Understanding (MOU) between Delta Diablo, a California Sanitation District, and the Operations & Maintenance Representation Unit/Public Employees Union Local One shall be amended by the following provisions:

Section II.2 - WORK PERIODS

This section is replaced with the following language:

A workday in relation to holidays, floating holidays, bereavement, military, jury duty and other authorized leaves are defined as eight-hour periods, and shall be credited at an hour-per-hour basis for each day allowed.

The District is a 24/7 facility with O&M personnel scheduled to meet service and operational requirements and responsibilities. Divisions may have different hours of operation and alternate work schedules (e.g., 4/10 or 9/80) to ensure sufficient staff coverage to meet service and operational needs.

The Operations Division staff are scheduled to work either an 8, 10 or 12-hour shift, or a combination thereof as described in Sections II.2.1 through II.2.5.

SECTION II.2.1 Day Shift (8, 10 or 12-hour shift)

Day shifts are defined as shifts beginning between 6:00 a.m. and 8:00 a.m.

SECTION II.2.2 Swing Shift

Swing shift is defined as a shift beginning between 12:00 p.m. and 3:00 p.m.

SECTION II.2.3 Night Shift

Night shift is defined as a shift beginning between 10:00 p.m. and 12:00 a.m.

SECTION II.2.4 12 Hour P.M. Shift

12-Hour P.M. shifts are defined as shifts beginning between 6:00 p.m. and 8:00 p.m.

SECTION II.2.5 Operators on Shifts

The District will assign a minimum of two Operators on all shifts for personnel safety.

SECTION II.2.6 Shift Change Notification

The District reserves the right to change the start time for O&M personnel based on operational needs. In the event the District changes the hours of a regular shift schedule, the employees and O&M/Local One will be provided thirty (30) days-notice unless the parties agree to a lesser notice. Such notice need not be provided for Emergency and Special Shift needs.
Signatures of Approval:

DELTA DIABLO:

Date: June 12, 2019

By: Sean Wright, Chair
    Board of Directors

By: Vincent P. De Lange
    General Manager

By: Carol Margetich
    Business Services Director

OPERATIONS AND MAINTENANCE REPRESENTATION UNIT/PEU, LOCAL ONE:

Date: June 12, 2019

By: Jeffrey Navarrete
    Chair

By: Christopher Phillips
    Vice Chair

By: Trevor Simpson
    Chief Shop Steward

By: Joseph Ciochon
    Secretary/Safety Representative

By: Genevieve Vigil
    Business Agent, Public Employees Union, Local One