

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

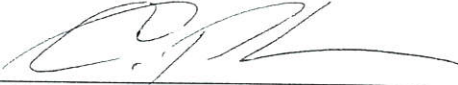
By: 
Vincent P. De Lange
General Manager


By: 
Carol Margetich
Business Services Director

OPERATIONS AND MAINTENANCE REPRESENTATION UNIT/PEU, LOCAL ONE:

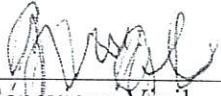
Date: June 12, 2019

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

