

January 3, 2018

Stephen Hatch
Stationary Engineers, Local 39
1620 North Market Boulevard
Sacramento, California 95834

Re: Letter of Understanding – Alternative Shifts at Fairbairn and Sacramento River Plants

Dear Mr. Hatch:

This letter confirms the agreement reached between the City of Sacramento and Stationary Engineers, Local 39, regarding the above referenced matter.

Specifically, the agreement is as follows:

1. At the Union's request, the City and Local 39 shall meet to discuss the possibility of establishing alternative work shifts at the Fairbairn and Sacramento River Plants.
2. Implementation of any alternative shifts shall only be upon mutual agreement. Absent mutual agreement, the status quo shall continue.

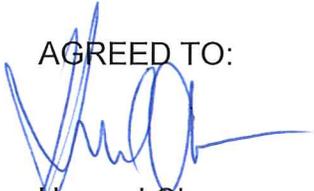
If this is your understanding of the agreement reached, please sign as indicated below and return one original to Labor Relations. I have enclosed an additional original for your files.

Sincerely,



Aaron Donato
Labor Relations Officer

AGREED TO:



Howard Chan
City Manager

AGREED TO:



Shelley Banks-Robinson
Interim Human Resources Director

AGREED TO:



Steve Crouch
Director of Public Employees

AGREED TO:



Stephen Hatch
Business Representative, Local 39

APPROVED AS TO FORM:



Brett M. Witter
Supervising Deputy City Attorney