

July 18, 2013

REVISED
December 11, 2014

Ms. Scherita V. Adams
Stationary Engineers, Local 39
1620 North Market Boulevard
Sacramento, CA 95834

RE: Recycling and Solid Waste Division - Weekend Overtime List

Dear Ms. Adams:

This letter confirms the agreement reached between the City of Sacramento, Recycling and Solid Waste Division, and Stationary Engineers, Local 39, regarding a modification to the distribution of weekend overtime (Friday – Sunday) from the Recycling and Solid Waste Division's (Solid Waste) overtime list. The agreement is as follows:

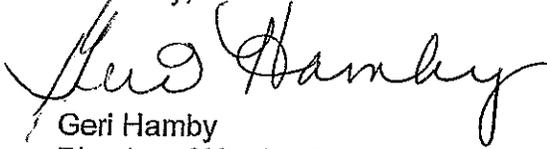
1. Effective December 22, 2014, all employees in the Motor Sweeper Operator (MSO), Sanitation Worker III, Sanitation Worker II, Senior Maintenance Worker, Maintenance Worker and General Helper job classifications will be placed on a single weekend overtime list. The selection of employees from the overtime list shall be based on classification seniority, regardless of job classification.
2. An exception to the combined overtime list will be made during the first two consecutive weeks only following the effective date of this agreement. For the first two weekends following the effective date of this agreement, only Sanitation Worker IIIs and MSOs will be placed on the overtime selection list in an order based upon their classification seniority. On the third weekend overtime list, and on all subsequent weekend overtime lists, overtime selection will be based on the classification seniority of all of the job classifications referenced in paragraph one, above.
3. Before noon on Tuesday of each week that weekend overtime is needed, a sign-up list based on classification seniority will be posted at Meadowview and the North Area Corporation Yard (NACY). The employee at the top of the list each week will be the employee with classification seniority immediately below the name of the last employee who worked overtime in the prior period.

4. Employees interested in working weekend overtime must sign the list next to their name by Thursday at 2:00 p.m. to be considered for an overtime assignment that weekend. If an employee does not sign up on the list, or otherwise misses an opportunity to work a weekend overtime shift, the employee will not be provided the opportunity again until the next time their name appears in descending classification seniority order.
5. Employees will not be eligible for a weekend overtime assignment until they have been trained and qualified to work the equipment associated with the overtime assignment. Employees who sign up for overtime but are not qualified to operate the equipment needed for the overtime assignment, will not have another opportunity for overtime until the next time their name appears in descending classification seniority order.
6. The employee's signature on the weekend overtime sign-up list will affirm the employee's agreement to accept the weekend overtime assignment should their name be selected through the classification seniority rotation.
7. The Supervisor responsible for the weekend overtime shift will contact the employees that have signed up on the overtime list, and will speak directly with the employee or leave a message to confirm the overtime assignment.
8. Should an employee be unable to work the overtime shift they for which they signed up, the employee must notify his/her Supervisor as soon as possible, but in no event later than fifteen (15) minutes prior to the start of the shift.
9. If an employee fails to report for, or fails to provide at least fifteen (15) minutes' notice of his/her inability to work, an agreed-upon weekend overtime assignment, the employee will be ineligible for weekend overtime in the next two instances where their name comes up in the rotation for equipment the employee is qualified to operate.

This agreement memorializes and constitutes the entire understanding between the parties as to all matters referred to or included herein, and supersedes and replaces all prior negotiations, proposed discussions, whether written or oral regarding modification to the distribution of weekend overtime list for the Recycling and Solid Waste Division of the General Services Department. This letter of understanding will be incorporated in the Solid Waste Policies and Procedures Manual during the next revision.

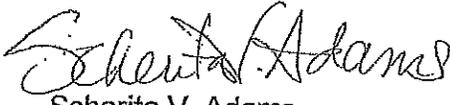
If this is your understanding of the agreement reached, please sign as indicated below and return one original to Labor Relations. I have enclosed an additional original for your files.

Sincerely,



Gerri Hamby
Director of Human Resources

AGREED TO:



Scherita V. Adams
Business Representative
Stationary Engineers, Local 39

APPROVED AS TO FORM:



Brett M. Witter
Supervising Deputy City Attorney