

April 21, 2020

Bob Taylor
Business Representative
Plumbers and Pipefitters Union, Local 447
5841 Newman Court
Sacramento, California 95819

Re: Letter of Understanding Regarding City Service Seniority Definition

Dear Mr. Taylor:

This letter confirms the agreement reached between the City of Sacramento (City) and the Plumber and Pipefitters Union, Local 447 (Union) regarding the definition of "City Service Seniority" in the context of the current Memorandum of Understanding (MOU) between the City and the Union.

Specifically, it is agreed that Article 14.2 (b)(3) of the MOU is amended as follows:

(3) City Service Seniority: City service seniority shall be defined as the effective date of appointment to the employee's first permanent career position, or as the effective date of appointment to the employee's first full-time position (or positions) which immediately preceded an appointment to a permanent career position, whichever is greater. For a part-time career employee, City seniority shall be prorated.

This Agreement does not establish a precedent, nor does it interpret any employee rights under the language of the Labor Agreements, the Rules and Regulations of the Civil Service Board or any applicable policies and procedures of the departments, which employ members of the Union, or the City of Sacramento except as expressly stated herein.

The 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.

If this is your understanding of the agreement reached, please sign and date as indicated below and return one (1) original to Labor Relations. I have enclosed an additional original for your files.

Sincerely,


Dawud Brewer (Apr 24, 2020)

Dawud Brewer
Labor Relations Officer

AGREED TO:


Howard Chan (Apr 28, 2020)

Howard Chan
City Manager

AGREED TO:



Shelley Banks-Robinson
Human Resources Director

AGREED TO:



Aaron Donato
Labor Relations Manager

APPROVED AS TO FORM:

Brett M. Witter

Brett M. Witter (Apr 24, 2020)

Brett M. Witter
Supervising Deputy City Attorney

AGREED TO:



Bob Taylor (Apr 27, 2020)

Bob Taylor
Union Business Representative