

January 24, 2018

H.D. Skip Hatch
Business Representative
International Association of
Machinists and Aerospace Workers
967 Venture Court
Sacramento, CA 95825

Re: Letter of Understanding Regarding Cesar Chavez Day

Dear Mr. Hatch:

This is to confirm the agreement reached between the City of Sacramento and the International Association of Machinists and Aerospace Workers (IAMAW), regarding the existing Memorandum of Understanding between the parties covering employees in the Automotive Equipment/Mechanics Unit regarding Cesar Chavez Day.

Specifically, Article 10.2, HOLIDAY BENEFITS, is modified as follows:

10.2 HOLIDAY BENEFITS

- a. The following shall be the recognized holidays under this Agreement:

<u>Holiday</u>	<u>Date</u>
New Year's Day	January 1
Martin Luther King's Birthday	Third Monday in January
Washington's Birthday	Third Monday in February
Cesar Chavez's Birthday	Last Monday in March <u>31</u>
Memorial Day	Last Monday in May
Independence Day	July 4
Labor Day	First Monday in September
Veteran's Day	November 11
Thanksgiving Day	Fourth Thursday in November
Day after Thanksgiving	Day Friday after Thanksgiving
Christmas Eve (4 hours)	December 24
Christmas Day	December 25
New Year's Eve (4 hours)	December 31

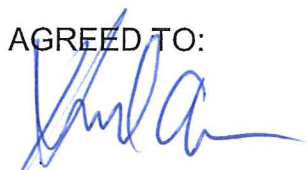
If this is your understanding of the agreement reached, please sign as indicated below and return one original to me. I have enclosed an additional original for your files.

Sincerely,



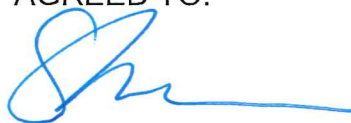
Dawud Brewer
Labor Relations Officer

AGREED TO:



Howard Chan
City Manager

AGREED TO:



Shelley Banks-Robinson
Interim Human Resources Director

AGREED TO:



H.D. Skip Hatch
Business Representative
IAMAW

APPROVED AS TO FORM:



Brett M. Witter
Supervising Deputy City Attorney