

August 24, 2021

Scherita V. Adams, Business Representative  
Stationary Engineers, Local 39  
1620 North Market Blvd.  
Sacramento, California 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 (Saturday – Sunday) from the Recycling and Solid Waste Division's (Solid Waste) overtime list. The agreement is as follows:

1. Senior Integrated Waste Equipment Operators and Integrated Waste Equipment Operators will be placed on a single weekend overtime list. Senior Maintenance Workers and Maintenance Workers will be placed on a separate weekend overtime list. The selection of employees from the overtime lists shall be based on classification seniority. If overtime opportunities still exist and the Maintenance Worker overtime list has been exhausted, then the overtime work will be offered to the Integrated Waste Equipment Operator list.
2. Before noon on Monday 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.
3. Employees interested in working overtime must sign the list next to their name by Friday at 11:00 a.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.
4. 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.

5. 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.
6. 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.
7. 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 forty-five (45) minutes prior to the start of the shift.
8. If an employee fails to report for, or fails to provide at least forty-five (45) 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 on 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.

This agreement supersedes the December 11, 2014, agreement and any prior agreements on this subject matter.

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,



Chee Khang  
Labor Relations Officer  
City of Sacramento

AGREED TO:



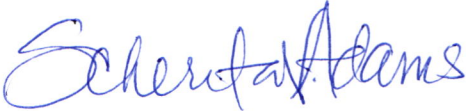
Shelley Banks-Robinson  
Director of Human Resources  
City of Sacramento

AGREED TO:

  
Aaron A. Donato (Aug 31, 2021 15:35 PDT)

Aaron Donato  
Labor Relations Manager  
City of Sacramento

AGREED TO:



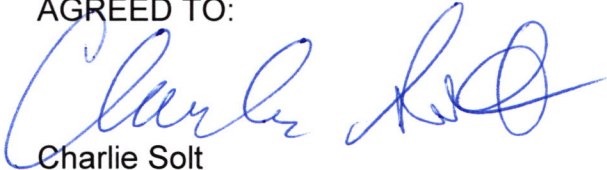
Scherita V. Adams  
Business Representative  
Stationary Engineers, Local 39

AGREED TO:



Bart Florence  
Business Manager-Recording Secretary  
Stationary Engineers, Local 39

AGREED TO:



Charlie Solt  
Director of Public Employees  
Stationary Engineers, Local 39

APPROVED AS TO FORM:

  
Brett M. Witter (Sep 2, 2021 11:44 PDT)

Brett M. Witter  
Supervising Deputy City Attorney  
City of Sacramento