

**The County of El Dorado
And
Operating Engineers, Local Union No. 3
Trades and Crafts Bargaining Unit
Side Letter to Memorandum of Understanding
January 1, 2014 to December 31, 2016**

The County of El Dorado ("County") and Operating Engineers Local 3, Trades & Crafts ("Union") agree to amend their Memorandum of Understanding ("MOU") with the term of January 1, 2014 through December 31, 2016 defining the negotiated wages, working hours, terms and conditions of employment as described in this Side Letter. This Side Letter is based on the following circumstances:

1. The Parties conducted a lengthy and thorough labor negotiation in 2014 during which the Parties agreed to make numerous financial and non-financial improvements to their MOU.
2. The Parties agreed that the term of their current MOU would be three years from January 1, 2014, to December 31, 2016.
3. The County is currently conducting an advisory Classification and Compensation study, the unknown outcomes of which may create challenges. The parties understand that we will review and discuss any proposals presented by either party, including those proposals that may involve the classification and compensation study.
4. The County is currently in the process of implementing a new automated payroll and accounting system. The identified impacts of the payroll system will be addressed as part of good faith bargaining during the term of this agreement as required by law.

Based on these facts, the Parties agree to amend Article 1 of the MOU to extend the term of the agreement by six months as follows:

"Article 1. Terms and Conditions

Operating Engineers Local #3 AFL-CIO (herein referenced to as "Union") and representatives of the County of El Dorado (herein referenced to as "County") have met and conferred in good faith regarding wages, hours and other terms and conditions of employment of employees in the Trades and Crafts bargaining unit, have exchanged freely information, opinions and proposals and have reached mutual agreement on all matters relating to the employment conditions and employer-employee relations of such employees.

This Memorandum of Understanding (MOU) is entered into pursuant to the Meyers-Milias-Brown Act (Government Code Sections 3500-3510), and has been jointly prepared by the parties.

This MOU shall become of full force and effect upon approval and adoption by the Board of Supervisors through June 30, 2017.

This MOU cancels all previous agreements and shall supersede any policies, practices or ordinance provisions with which it may be in conflict. Nothing contained herein shall be applied on a retroactive basis unless specifically stated."

This Side Letter supersedes Section 1 of the MOU. This Side Letter constitutes the full and complete agreement between the Parties to extend the term of their MOU through June 30, 2017.

This Side Letter is agreed to on behalf of the County:

Deborah L. Kal
Deborah L. Kal, Chief Labor Negotiator

1/12/17
DATE

Human Resources Director:

Judith Kerr
Judith Kerr, Interim

1/12/17
DATE

This Side Letter is agreed to on behalf of the Union:

Van Riviere
Van Riviere, Operating Engineers, Local 3
Business Representative

1/12/2017 0922
DATE

PASSED AND ADOPTED by the Board of Supervisors of the County of El Dorado at a regular meeting of said Board, held the ____ day of _____, 20__ by the following vote of said Board:

Attest:
James S. Mitrison
Clerk of the Board of Supervisors

Ayes:
Noes:
Absent:

By: _____
Deputy Clerk

Chair, Board of Supervisors