

SIDE LETTERS

New Sideletter – Process for Determining Maintenance Mechanic Licensure Requirements in the Mechanical Utilities Division

For purposes of implementing Article 22, Section G, the parties agree to the following process:

Management shall determine which employees will receive this premium from the date of ratification until the Water Board for the State of California determines which tasks/functions require state licenses/certifications. Any employee for whom the Water Board for the State of California determines performed tasks/functions that require state licenses/certifications, but for whom Management did not provide premium pay consistent with their state licenses/certifications shall receive retroactive premium pay from the date of ratification through to the date of the Water Board for the State of California's Determination.

Within ninety (90) days of ratification of this Agreement, the Union and the Employer shall request a determination from the Water Board for the State of California to identify which tasks/functions performed by these Maintenance Mechanics require a state license/certification. The parties agree to establish a committee for this and any subsequent meetings, with three representatives from each side. The Parties agree to accept the State of California's process to achieve a determination of the Covered Tasks which require a state license/certification. The determination of the Water Board for the State of California shall be final and binding and not subject to appeal by either party.