

**SIDE LETTER TO THE 2016-2018
MEMORANDUM OF UNDERSTANDING**

BETWEEN

**THE SERVICE EMPLOYEES INTERNATIONAL UNION,
LOCAL 620**

AND

PORT SAN LUIS HARBOR DISTRICT

The parties agree to amend Article 14.0 HOURS OF WORK, OVERTIME AND SCHEDULING as follows:

F. For employees scheduled on a one week work period basis, authorized time worked in excess of eight (8) hours in a day, or forty (40) hours in the designated workweek, is overtime.

For employees scheduled on a two week work period basis, authorized time worked in excess of their normally scheduled day (eight or nine hours), or eighty (80) hours in the two week period, is overtime.

For other employees, whose normal schedule is less than forty (40) hours per week, authorized time worked in excess of their normally scheduled day is overtime, provided such day is at least eight (8) hours in length. Additionally, authorized time worked in excess of forty (40) hours in the designated workweek is overtime.

Paid holiday, paid sick leave, paid compensatory time off (CTO), and paid vacation shall be counted as time worked for purposes of this section. Work after twelve (12) hours in any one workday (or regularly scheduled shift) shall be compensated at twice the employee's regular rate of pay.

The parties agree to amend Article 24.0 HOLIDAYS as follows:

- A.
 2. When a non-exempt employee is required to work without regard to holidays, he/she shall be paid at his/her regular rate of pay, and shall be credited one and a half (1½) hours in compensatory time off (CTO) for each hour of time worked on a holiday as determined by the District. Employees who have regularly scheduled days off which fall on a holiday shall be credited with eight (8) hours of vacation time. All paid holiday hours shall be considered as time worked for the purpose of calculating overtime obligations under this MOU. Employees may elect to be paid for such time rather than putting it into their CTO bank.

FOR THE DISTRICT:



Mary Matakovich, President
Board of Harbor Commissioners




Drew Brandy, Vice President
Board of Harbor Commissioners



Andrea Lueker
Harbor Manager

DATED: 4.3.17

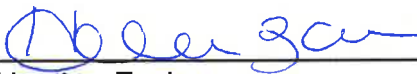
FOR THE UNION:



Darryl Scheck
Field Representative



Bill Gaalswyk
Employee Representative



Heather Zacker
Employee Representative

DATED: 3/31/17