

SIDE LETTER OF AGREEMENT

TO EXTEND THE JULY 1, 2017 TO JUNE 30, 2020 MOU BETWEEN CITY OF PASADENA (THE CITY) AND INTERNATIONAL UNION OF OPERATOR ENGINEERS (IUOE)

In a cooperative effort to assist the City, and in recognition of the City's overall financial health, increasing rates from CalPERS, and the unknown long-term impacts due to the COVID-19 pandemic, IUOE and The City agree to the following:

1. Extend the term and provisions of the current IUOE MOU in Article 3 by six months from June 30, 2020 to December 31, 2020. By mutual agreement, parties may re-open MOU negotiations sooner than December 31, 2020.
2. Effective July 1, 2020, in Article 15 of the MOU, increase worker's compensation salary continuation from 70% of base pay to 100% of base pay and increase duration of salary continuation from 3 months to 6 months. Add the following Modified/ Light Duty language to Worker's Compensation language in MOU:
 - a. If an employee returns to work or is able to return to work in a modified/light duty capacity and has not received the full six (6) months of supplemental payments and subsequently needs to be off work again for the same workplace injury/illness within 5 years from the date of injury, the employee will again be eligible for supplemental payments not to exceed a cumulative total of six (6) months for the same injury/illness and consistent with all California Workers' Compensation laws.
3. Effective the pay period that starts July 6, 2020, in Article 12 of the MOU, increase the cap on compensatory time bank from 80 hours to 120 hours only for Maintenance classifications regularly assigned to a 9/80 work.
4. Effective July 1, 2020, the following language will be added to Article 29:
 - a. 9/80 scheduled employees are entitled to an unpaid meal period of at least thirty (30) minutes during their workday. Such employees must take their meal break, which shall commence no earlier than three (3) hours and no later than five (5) hours from the start of their workday.

CITY OF PASADENA

IUOE, LOCAL 501

Jennifer Curtis, Director of Human Resources



Gavin Koon, Business Representative

Jaime Arellano, Sr. HR Analyst



Greg Stewart, Chief Union Steward