



MEMORANDUM OF UNDERSTANDING

BETWEEN

EAST BAY MUNICIPAL UTILITY DISTRICT

AND

Local 21

INTERNATIONAL FEDERATION OF

PROFESSIONAL AND TECHNICAL ENGINEERS

April 26, 2021 – April 20, 2025

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PREAMBLE

This Collective Bargaining Agreement (hereinafter "Agreement") is entered into by the East Bay Municipal Utility District (hereinafter "District") and International Federation of Professional and Technical Engineers (hereinafter "Union"). The District and the Union agree that this Agreement shall be administered by the parties in a manner consistent with the District's mission; specifically, to manage the natural resources with which the District is entrusted, to provide reliable, high-quality water and wastewater services for the people of the East Bay and to preserve and protect the environment for future generations.

ARTICLE I- GENERAL PROVISIONS

A. Recognition. The District recognizes the Union as the exclusive bargaining representative for all employees of the District included in the unit and classifications listed in Appendix A of this Agreement. The terms and conditions of this Agreement shall be automatically applicable to any classification for which the Union has become the recognized bargaining representative during the term of this Agreement.

B. Automatic Payroll Deduction and Remittance. Effective June 27, 2018, upon certification by the Union that an employee has signed a deduction authorization, the District will deduct the appropriate dues from the employee's pay, as established and as may be changed from time to time by the Union and remit such dues to the Union. Employee requests to cancel or change deductions must be directed to the Union, rather than the District. Deductions will continue unless the employee mails a written revocation to the Union in accordance with the terms of the authorization form, or absent any such terms, by mailing a written revocation to the Union that is postmarked during the thirty (30) calendar day period immediately prior to the annual anniversary on which the employee signed an authorization form.

The effective date of dues deductions for employees shall be made from the pay due employees on the first payday of each calendar month following the Union's notification to the District of the dues deduction authorization. The effective date of any revocation to an existing authorization will be effective on the first pay day of the next calendar month following the Union's written notice of revocation no less than seven (7) calendar days prior to the first payday of the month. Requests to begin or revoke dues that are received with less than seven (7) calendar days prior to the first payday of each month will be processed the following month.

a. The District shall not be liable to the Union by reason of the requirements of this Section for the remittance of payment of any sum other than that constituting actual deductions made from the pay earned by the employee. In addition, the Union shall indemnify and save the District harmless from any liability resulting from any and all claims, demands, suits or any other action arising from compliance with this Section, or in reliance on any list, notice, certification or authorization furnished under this Section. The Union agrees to refund to the District any amount paid to it in error.

C. District Rights. The rights of the District include, but are not limited to, the exclusive right to determine the missions of its constituent departments and divisions; set standards of services; determine the procedures and standards of selection for employment and promotion; direct and assign its employees; take disciplinary action; relieve its employees from duty because of lack of work or for other legitimate reasons; maintain the efficiency of District operations; determine the methods, means and personnel by which District operations are to be conducted; determine the content of job classifications; take all necessary actions to carry out its mission in emergencies; and exercise complete control and discretion over its organization and the technology of performing its work; provided, however, that the exercise of such District rights shall not conflict with the express provisions of this Agreement. Members of the bargaining unit may be required to exercise any or all of these rights on behalf of the District in the regular performance of their supervisory duties.

D. No Discrimination. There shall be no discrimination of any kind by the Union or the District against any employee, to the extent the applicable law prohibits such discrimination, harassment, or disparate treatment, because of race, color, religious creed, sex (including gender, gender identity, gender expression, transgender, pregnancy and breastfeeding) sexual orientation, marital or domestic partnership status, national origin, ancestry, age, physical or mental disability (including AIDS and HIV), medical condition (associated with cancer or history of cancer), genetic information, veteran status, political affiliation or opinion or any other status protected by state and federal laws.

To the extent applicable law prohibits, there shall be no discrimination or harassment because of lawful Union activity, Union membership, or non-membership.

E. Union Activities.

1. Union Business Leave. The District agrees to provide Union representatives with reasonable time off to conduct Union business and to represent the Union in various forums, including but not limited to meetings, hearings and Board of Directors' meetings. Employees eligible to receive overtime need to be released to attend meetings with the District or to conduct any Union business. The District and the Union will discuss and agree upon the appropriate number of representatives to attend meetings.

2. Officers and Stewards. The Union agrees to provide the District with an accurate list of its officers and stewards and to notify the District in the event officers or stewards are succeeded by different individuals.

3. Union Access.

a) Bulletin Board Postings. The District agrees to provide adequate space on District bulletin boards to permit the posting of information and reasonable use of email to notify members of Union activities, policies and announcements of scheduled Union meetings. The

Union will provide copies of the bulletin board postings and/or email notices to the Director of Employee Relations.

Notices posted by the Union on District bulletin boards and internal email notices should not contain anything which may reasonably be construed as maligning to the District or any of its employees and may not contain any political campaign recommendations or information. These privileges may be revoked in the event of repeated abuse after the Director of Employee Relations consults with representatives of the Union.

b) Work Locations. The Union shall have reasonable access to all work locations to verify that the terms and conditions of this Agreement are being carried out and for the purpose of conferring with employees, provided that access shall be subject to such rules and regulations immediately below, as well as to such rules and regulations as may be agreed to by a department and the Union. Union access to work locations will not disrupt or interfere with a department's mission and services. Arrangements for visits to District premises by accredited-non-employee representatives shall be made through the Director of Employee Relations.

c) Meeting Space. Union representatives must identify themselves upon arrival at the District. Union representatives may use department meeting space with a reasonable amount of notice, subject to availability. Nothing herein is intended to disturb existing written departmental Union access policies.

d) New Employee Orientation. A "new employee orientation" is the onboarding process of newly hired District employees when they receive information about their employment status, rights, benefits, duties, and responsibilities, and any other employment related matters.

A "new employee" includes a permanent, temporary, full-time, part-time, or seasonal employee who is represented by Local 21.

The District will provide at least 10 days' notice to the Local 21 representative of a pending new employee orientation for the representative's bargaining unit member(s).

The District may provide a shorter notice in a specific instance where there is an urgent need critical to the District's operations that were not reasonably foreseeable.

The Local 21 representative will be granted reasonable release time to travel to and from the meeting and will have 30 minutes to address the new employee(s) without management presence.

The District and Local 21 agree that notification will include location and time of the new employee orientation.

If the Local 21 representative is not available on the day of the new employee orientation, they may arrange with the District to meet the new employee on another day during the employee's first week at work.

e) Employee Information. The District will provide Local 21 with a new employee's name, job title, department, mail stop, work, home and personal cellular telephone numbers on file with the employer (if available), and the home address of the new employee within 30 days of the employee's start date. All the information referenced in the preceding paragraph for all employees Local 21 represents will be provided on a monthly basis. Consistent with Government Code section 6254.3, employees may opt to prevent the personal contact information from being released to Local 21 by making a written request to that effect.

F. Interference With Work. The Union agrees to refrain from engaging in, encouraging, or condoning, either directly or indirectly, any strike, work stoppage, slow-down, sit-down, stay-away, picketing, or any other forms of interference with operations of the District during the term of this Agreement. The District agrees that there shall be no lock-out against employees during the life of this Agreement.

G. Indemnification.

1. Definition. The District shall defend and indemnify its employees and former employees against liability for acts or omissions committed within the scope of their employment pursuant to the California Tort Claims Act ("Act"), Government Code Sections 810 *et seq.*, unless the District determines that there exists one of the exceptions provided by the Act listing grounds for refusal to defend and/or indemnify the employee.

2. Scope. Nothing in this Section is intended to expand or limit the District's duty or discretion to defend and/or indemnify employees under the California Tort Claims Act except, however, that the District shall provide for the defense of an employee in a criminal action or proceeding brought against the employee if (a) the criminal action or proceeding is brought on account of an act or omission in the scope of their employment as an employee of the District; and (b) the District determines that the employee acted, or failed to act, in good faith, without actual malice and in the apparent interests of the District. The District will not provide a defense to an employee in a criminal action or proceeding if (a) the employee fails to reasonably cooperate in good faith in the defense of the action or proceeding; (b) the act or omission was not within the scope of their employment; (c) the employee acted, or failed to act, in bad faith and with actual malice; or (d) the defense of the action or proceeding by the District would create a specific conflict of interest between the District and the employee. For purposes of this Section, "specific conflict of interest" means a conflict of interest or an adverse or pecuniary interest for which the District is excused from providing a defense by statute or by a rule or regulation of the District. When retention of outside counsel is necessary as deemed by the District, the District will consult with the employee in the selection of outside counsel but reserves the right to make the final determination with respect therein. The District also reserves the right to conduct the employee's defense against the criminal action or proceeding pursuant to an agreement with the employee reserving the District's rights against the employee.

3. Interpretation. The interpretation, application and enforcement of this Section

shall not be subject to the grievance and arbitration procedure of this Agreement, or the civil service grievance and hearing procedures of the District's Civil Service Personnel Rules and Regulations. Nothing in this Section shall be construed to deprive an employee of the right to petition for a writ of mandate to compel the District to perform the duties imposed by the California Tort Claims Act.

4. Employee. For purposes of this Section, the term "employee" includes any current employee of the District and any former employee who was employed by the District at the time of the act or incident for which a criminal or civil action or proceeding has been brought against that person, in their official or individual capacity, or both.

ARTICLE II - SALARIES AND OTHER PAY

A. First Year Adjustments.

1. Conversion. Effective April 26, 2021 the monthly salary rates of District employees covered by this Memorandum of Understanding shall be increased by 4.0%.

Salary Equities

Effective April 26, 2021, the District agrees to increase the salary ranges of the following classes by the amounts indicated:

Supervisor of Water Conservation – increase to Salary Range 74 (10% increase)

Facility Supervisor – increase to Salary Range 72 (2.5% increase)

The Local 21 Salary Schedule will be administered consistent with the provisions governing the "B" Salary Schedule as it existed on February 1, 1998.

2. Incumbent Salary Range Placement on System Conversion.

a) All employees transferred from Management Salary Plan (MSP) to the Local 21 Salary Schedule who are below the top step of the new range of their assigned classification will be placed at the nearest step that is not less than their current salary.

b) All employees whose salary is above the top step of the new range of their classification at the time of system conversion will continue to be paid their current salary and continue to receive all future salary increases so long as they remain in the same classification. Any employee who is assigned to a temporary LT or TC classification at the time of system conversion and who would have a salary in their regular civil service classification that is above the top step of the new range for that classification will receive the salary, above the top step of their regular class, that they would have received had they been assigned to their regular class on

system conversion, when they return to their regular civil service classification.

c) All employees who were on the "B" Salary Schedule prior to February 2, 1998, and whose salary was not equal to a salary step on the new range of their assigned classification will be placed at the nearest salary step that is not less than their current salary.

B. Second Year Adjustments. Effective April 25, 2022, the monthly salary rates of Local 21 bargaining unit employees shall be increased by 4.5% with no reopener.

C. Third Year Adjustments. Effective April 24, 2023, the monthly salary rates of Local 21 bargaining unit employees shall be increased by the February 2023 San Francisco/Oakland Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W) plus 0.5%. The minimum increase shall be 2% and the maximum increase 6.5% with no reopener.

D. Fourth Year Adjustments. Effective April 22, 2024, the monthly salary rates of Local 21 bargaining unit employees shall be increased by the February 2024 San Francisco/Oakland Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W) plus 0.5%. The minimum increase shall be 2.0% and the maximum increase 6.5% with no reopener.

E. Career Service Pay.

1. Eligibility. Each employee who is employed by the District prior to January 1, 2013 or who is an employee covered by the 1980 Retirement Plan shall be entitled to a salary increment following completion of twenty (20) years' continuous full-time District service. The adjustment for such employee shall be 2.75% (plus or minus no more than one dollar per month) added to the monthly salaries set forth, exclusive of overtime, night shift differential, standby pay or merit pay. Employees who receive this benefit are not eligible for the benefit listed in Section E.2 below.

2. Employees who are covered by the 2013 Retirement Plan shall be entitled to a salary increment of 3.75% (plus or minus no more than one dollar per month) following completion of twenty (20) years' continuous full-time District service. The adjustment shall be added to the monthly salaries set forth, exclusive of overtime, night shift differential, standby pay or merit pay. Employees who receive this benefit are not eligible for the benefit listed in Section E.1 above.

F. Performance Pay.

1) Program. Employees on the Local 21 Salary Schedule will be eligible to receive lump sum merit awards in accordance with the Performance Pay Program Guidelines. The performance pay monetary pool available to Local 21 represented employees for each program year will be:

<u>Performance Pay Program Year</u>	<u>Available Monetary Pool</u>
July 1, 2020 – June 30, 2021	3.2% of FY20 monetary pool including salary increases effective April 26, 2021.
July 1, 2021 – June 30, 2022	3.2% of FY21 monetary pool including salary increases effective April 25, 2022.
July 1, 2022 – June 30, 2023	3.2% of FY22 monetary pool including salary increases effective April 24, 2023.
July 1, 2023 – June 30, 2024	3.2% of FY23 monetary pool including salary increases effective April 22, 2024.

In the event that the total amount of all recommended individual awards is below or in excess of the available agreed monetary pool for any given Performance Pay Program Year there will be a proportionate increase or reduction in individual performance awards until the total amount of all awards is equal to the available monetary pool for that year.

2) Awards. Performance pay lump sum awards will be granted based on each employee's performance rating as follows:

Unsatisfactory	0
Needs Improvement	0
Meets Expectations	2.5%
Exceeds Expectations	4.5%
Exceptional	6.5%

G. Overtime and Fair Labor Standards Act Exception. The parties agree that the employees in classifications represented by Local 21 are exempt employees under the Fair Labor Standards Act (FLSA) except for those employees in classifications in Work Group I (Appendix A).

1. Work Group I (Appendix A). Employees in classifications in Work Group I shall be provided overtime compensation (one and one-half times (1.5) their regular rate) for each hour worked beyond their regular workday or work week as established by the District.

Exception: Compressed Work Week Holiday Work. When a holiday(s) falls on the employee's nine-hour day (or other regularly scheduled workday that is longer than 8 hours), the employee may be allowed to make up the shortfall of hour(s) within the same workweek as the holiday(s), and the additional hour(s) will be paid at the employee's regular rate of pay. If the employee fails to account for the additional hour(s), the hour(s) will be charged to vacation on the employee's timesheet. If the employee does not have any available vacation accrual, the time will be unpaid.

Article II of the MOU must be read in conjunction with the Compressed Workweek

Guidelines with respect to holidays only.

Employees in Work Group I are eligible to receive compensatory time in lieu of paid overtime. Compensatory time will be provided at 1.5 hours for each hour of overtime worked. Employees may receive a maximum of seventy-five (75) hours compensatory time in a payroll year. Payroll year is defined as the period beginning with the first pay period for which pay is received in January and ending with the last pay period for which pay is received in December. All overtime worked after an employee has earned 75 hours of compensatory time in a payroll year will be paid at the appropriate overtime rate. All employees who have earned compensatory time at the end of the last pay period, for which pay is received in December shall have that compensatory time carried over as compensatory time into the next (following) payroll year. All compensatory time carried over from the last payroll year to the next must be used by the end of the next payroll year or it will be paid out to the employee at the end of the next (following) payroll year at the applicable FLSA rate. Any compensatory time used in the next (following) year will first be deducted from any compensatory time that was carried over from the last payroll year, if any. Compensatory time earned after the last full pay period of the payroll year, but prior to the end of the calendar year, will be credited and included in the accrual for the following calendar year. Use of earned compensatory time off shall be scheduled and approved by the District so as not to disrupt the operation of the work unit of the District.

All employees in Work Group I are required to work in emergencies and necessary overtime situations.

2. Work Group II (Appendix A). Employees in classifications in Work Group II are salaried exempt under the FLSA. Employees in classifications in Work Group II:

a) Do not receive extra compensation on the basis of hours worked, except as authorized by the General Manager.

b) Are not subject to salary deductions except as permitted by FLSA. Vacation leave, sick leave, administrative leave, birthday holiday and floating holiday will be taken in full day increments.

c) Notify supervisors in advance of absences from work for any time missed during their regularly scheduled workday. Employees in classifications in Work Group II are required to be present at the workplace when it is necessary to carry out their responsibilities.

d) Continue to record work time for specific projects or activities for the purpose of allowing the District to allocate costs.

It is understood that tardiness or absenteeism that adversely affects work performance or District operations will continue to be grounds for disciplinary actions permitted under FLSA.

3. Management Administrative Leave - Work Group II (Appendix A). Employees

who are in Work Group II and who are not eligible for overtime compensation or call back pay shall be entitled to administrative leave of seven (7) days per payroll year. Any administrative leave left in an employee's account at the end of the payroll year will be forfeited. (Employees in Work Group I do not receive management administrative leave.)

a) Administrative leave can only be taken in full day increments.

b) Employees hired by the District prior to September 30 of any calendar year in a classification in Work Group II will receive seven (7) days management administrative leave. Employees hired between October 1 and October 31 in the calendar year will receive two (2) management administrative leave days. Employees hired between November 1 and November 30 in a calendar year will receive one (1) management administrative leave day. Employees hired after November 30 in a calendar year will not receive management administrative leave.

H. Paid Standby.

1. Eligibility. Effective February 16, 1998, an employee assigned to be on paid standby shall receive compensation for standby assignments in the amount of an additional 25% of base pay for each 8-hour standby period; provided, the employee must make themselves available and respond to all calls and be available to work. Employees in Work Group I (Appendix A) who are hourly employees entitled to overtime compensation shall also receive compensation for overtime work actually performed during periods of standby. Employees in Work Group II (Appendix A) who are salaried employees and exempt from overtime requirements shall not receive overtime compensation for work actually performed during periods of standby. In no event shall this Agreement provision cause a reduction in the weekly salary of employees designated exempt from overtime under the provisions of the FLSA.

2. Process. Each work group where the District requires formal standby will create a rotational scheduling process that will utilize qualified volunteers prior to assigning standby to an employee. Employees are expected to comply with standby assignments and failure to do so shall subject an employee to appropriate discipline.

3. Supervisory Duties. It is expressly understood that this paid standby program does not relieve supervisors of the requirement to be available to perform supervisory duties on off hours as necessary or required by the District without standby compensation.

I. Call Time. The call time provisions for Work Group I (Appendix A) employees who are eligible for overtime are as follows:

1. Minimum Call Time Period. Employees called to work outside of their regularly scheduled shift shall be paid for a minimum of two and one-half (2-1/2) hours at the appropriate overtime rate.

2. **Shift Overlap.** If the call time work assignment and the employee's regular shift overlap, the employee shall be paid at the overtime rate until they complete two and one-half (2-1/2) hours worked. The employee shall be paid for the balance of the regular shift at the straight-time rate.

The time that the minimum call time guarantee overlaps the employee's regular shift will be paid as a premium using a separate payroll code and will not affect the employee's regular shift or hours. Minimum call time overlap is a premium pay and is not subject to retirement withholding and will not be counted toward retirement service credit.

The District and employee will pay retirement contributions for the regular shift hours worked by the employee at the regular rate of pay and the employee shall receive service credit in the Retirement System for the employee's regular shift hours.

3. **Rest/Meal Break.** If an employee is called to start work less than two and one-half (2-1/2) hours before the start of their regularly scheduled shift, the employee shall be allowed a fifteen (15) minute break prior to the start of their shift. If the employee is called to start work two and one half (2-1/2) or more hours before the start of their regularly scheduled shift, they shall receive a thirty (30) minute paid meal break prior to the start of their regular shift.

J. Shift Differential. This Section applies to represented employees in Work Group I (Appendix A) who are scheduled to work shifts.

1. **Premium.**

A. Definition and Compensation for 8-Hour Shifts: Employees who work a scheduled eight (8) hour shift between the hours specified below shall receive shift differential as follows:

1. Beginning at 11:00 a.m. through 10:59 p.m. an additional 10% of their hourly rate per hour.
2. Beginning at 11:00 p.m. through 3:59 a.m., an additional 15% of their hourly rate per hour.

B. Definition and Compensation for 12-Hour Shifts: Employees in continuous operations who are scheduled to work a twelve (12) hour shift between the hours specified below shall receive shift differential as follows*:

1. Beginning at 7:00 a.m. through 7:00 p.m., no shift differential.
2. Beginning at 7:00 p.m. through 7:00 a.m., an additional 15% of their hourly rate per hour.

* Please refer to Article III.C: Days and Hours of Work

2. Continuous Operations. In continuous operations, when an employee's shift is extended by additional hours either before or after their normal shift, overtime compensation shall be based on the rate for the shift that was extended or actually worked, whichever is greater.

K. Work-Out-of-Classification

1. Definition. When an employee is designated by the District to work in a higher classification and perform the duties of that classification to temporarily replace another employee, they shall be paid the appropriate higher rate for such work retroactive to the first day the employee was assigned. In the case of work out of classification assignments replacing another employee in a higher classification and expected to last seven (7) calendar days or longer, the employee must assume the work schedule of the employee being replaced. Whenever practical, work out of class assignments to an individual will be made in increments of (five) 5 workdays or more.

The District shall make reasonable efforts to distribute work out of class on an equal and rotational basis for qualified employees. For employees in Workgroup I, assignments to perform the work of a higher classification pursuant to this Section shall be tracked by hours worked and shall not exceed 480 hours in a calendar year. By use of this Section, the District shall not attempt to avoid District Civil Service Rules and the filling of regular full-time positions.

2. Purpose. The purpose of this Section is not to restrict training opportunities but to encourage proper classification and compensation for work performed.

3. Training. Nothing herein shall prohibit the training of an employee in work of a more advanced nature without additional compensation, as long as full duties are not substantially assumed.

4. Compensation. Employees shall receive 5% Work-Out-of-Class pay or minimum of the range whichever is greater, not to exceed range maximum.

5. Process. The District will first request qualified volunteers for work-out-of-class assignments but in the event that there are no qualified volunteers, the District will assign the work- out-of-class to a qualified employee.

L. Paid Overtime Meals. Represented employees in Work Group I (Appendix A) required to continue work for two (2) or more hours prior to their shift or beyond their regular quitting time shall receive overtime meal reimbursement of twenty dollars (\$20.00). Employees shall be provided reimbursement for additional meals, as above, for every completed four (4) hour period of work thereafter. Time taken for meals furnished by the District at the work location shall be paid time. Time taken for meals eaten away from the work location shall be unpaid time.

M. Salary on Promotion. Salary on promotions will be the closest step of the new range that

ensures a minimum increase of 5% provided that such increase does not exceed the top step of the range.

N. Bilingual Pay. Employees using more than one language (spoken, written or in sign language) in the course of their employment may be paid \$200/month for use of each language, including sign language, provided the following conditions are met: a) the District verifies in writing the recurring need to utilize the second language skill on the job, b) the District verifies the employee's language proficiency, and c) the District has the exclusive right to determine the need for job required usage of the second language, the number of persons receiving the pay, and which individuals will be assigned duties requiring second language proficiency. Employees on unpaid status for two consecutive pay periods, due to illness or injury, will have their bilingual premium payments discontinued until they return to work. Employees who request leave without pay (LWOP) for reasons other than illness or injury, will have their bilingual premium pay discontinued effective the first full pay period after their leave begins and the payments will be resumed once they return to work.

O. Mileage Reimbursement. The District shall reimburse employees at the rate identified by the American Automobile Association (AAA) composite per mile cost for a 6-cylinder, 4-door sedan in the 15,000 miles per year category for each mile they are authorized and required to drive their private cars within the employee's normal areas of operation in the performance of their assigned duties. Annually in July, the District shall adjust the amount to conform to the newly published rate. This information is obtained from the Annual Edition of Your Driving costs, published by the American Automobile Association, Falls Church, Virginia. In the event such publication is not available, the current rate of the IRS rate will be used, whichever is higher. Consistent with current policy, employees may select to receive mileage reimbursement at the rate designated by the Internal Revenue Service. Both rates are published annually.

P. Transportation Subsidy. The District will provide a transportation subsidy up to a value of \$145 per month to subsidize the cost of an employee's regular commute between work and home. Public transportation commuters receive the subsidy by Commuter Check Voucher, Commuter Check Prepaid MasterCard, Clipper or Chariot SF.

Q. Adjustment for Overpayments. In the event an employee is erroneously overpaid wages by the District, regardless of fault, upon obtaining written authorization from the employee to make the deductions to recoup the overpayments; the District shall recover overpayment by making the deductions from that employee's regular paycheck. Said deductions will continue for as many consecutive pay periods as necessary until full payment is recovered.

When the deductions are necessary to recoup insurance premiums or recover health and welfare or pension contributions, the District shall not commence recovery by payroll deductions until written notification has been given to the employee at least ten (10) working days in advance, which includes all the details of the overpayment, and provides employees with an opportunity to respond before any deduction is made. If an employee disputes the overpayment, the District will meet with that employee and their chosen representative to resolve the dispute. The District

shall recover overpayment by deducting from the employee's regular paycheck either the full amount of the overpayment or ten (10) percent of the employee's gross salary, whichever is less, and continue said deductions for as many consecutive pay periods as necessary until full payment is recovered. The District shall not seek written authorization to recoup insurance premiums and/or health and welfare or pension contributions from the employee.

ARTICLE III - DAYS AND HOURS OF WORK

A. Workday and Workweek Defined. The standard workday shall consist of eight (8) consecutive hours of work within a 24-hour period beginning at 12:01 a.m. The standard workweek shall consist of five (5) consecutive workdays within a seven (7) day period beginning at 12:01 a.m. Monday and ending at 12:00 midnight Sunday.

B. Compressed Work Week. Consistent with current practice, employees shall be afforded the right to work flexible work schedules as provided for in the District's Compressed Work Week Guidelines.

C. Days and Hours of Work. Work Group I (Appendix A) - In operations where work schedules are changed regularly, either annually or throughout the year, the work schedule shall be posted a minimum of one (1) week in advance of the effective date of the change. The District will not temporarily change the scheduled workday or workweek of employees for the purpose of avoiding overtime payments. These types of changes impact a work unit, rather than one or few employees. These changes are not subject to the limitations on schedule changes described in Article III.2.

1. 7-Day Per Week/Continuous Operations

a. 7 Day Per Week Operations. In operations in which there is regularly scheduled employment for seven (7) days per week, the hours of work shall consist of eight (8) consecutive hours per workday, notwithstanding compressed work week schedules, and except during scheduled rotation or relief operations, five (5) consecutive days per work week. Employees in 7-day per week operations who are required to be at their workstations for eight (8) consecutive hours shall eat during work hours.

b. Continuous Operations. In operations in which there are regularly scheduled employment for twenty-four (24) hours per day, seven (7) days per week, the hours of work shall consist of eight (8) consecutive hours per workday, and except during scheduled rotation or relief operation, five (5) consecutive days per workweek (except where alternate schedules are approved by the superintendent for the work unit).

In continuous operations, except where such occurs on a regular recurring basis, as part of rotating shift schedule, employees who are called back to work an eight (8) hour

shift after being off their previous shift eight (8) or fewer hours shall be paid one (1) hour at the overtime rate in addition to their pay for such time worked.

Employees in continuous operations who are required to be at their workstations for eight (8) consecutive hours shall eat during working hours.

Seniority will be an important consideration in the assignment of shifts.

2. Changes in Days and Hours of Work. It is understood that all other provisions of this Article notwithstanding the hours of work, workday, and workweek practices in effect on the effective date of this Memorandum may be continued at the option of the District; provided, however, changes in such practices shall be subject to prior consultation with the Union.

Notwithstanding the above, the District shall be permitted to schedule shifts one (1) hour earlier than current shift starting times. This provision applies in instances when a schedule is set, but a minor change in shift is warranted for one or few employees (e.g., an employee on a regular day shift is asked to adjust their shift by one hour to accommodate a project or other work activity for a period of time). If such shift creates work in two (2) different calendar days, all time will be treated as if it were worked in the calendar day containing the majority of the workday. For example, if the start of the workday is changed from 12:00 midnight to 11:00 p.m., the employee will be paid as if all work commenced at 12:00 midnight.

The District will not temporarily change the scheduled workday or workweek of employees for the purpose of avoiding overtime payments. Employees in Work Group I shall be compensated for time worked in excess of their regularly scheduled workday or workweek as provided in Article II, Section G of this Memorandum of Understanding. Nothing herein shall be interpreted as limiting the District's right to reschedule shifts on a long-term or permanent basis as provided in this Article.

3. Fatigue Time

a. Fatigue time is paid time away from work for Local 21 Work Group I represented employees who have worked overtime without eight (8) hours off between the overtime worked and the beginning of their next regularly scheduled shift, provided that the employee worked two (2) or more consecutive hours of overtime after 10:00 p.m. fatigue time shall be calculated as follows:

1. Subtract the ending time of overtime from the beginning time of the next regular shift.
2. Subtract that figure from eight (8) hours.
3. The difference is the fatigue time due to the employee

Example: OT is worked from 1:00 a.m. until 4:00 a.m. Regular shift begins at 8:00 a.m. The difference if there are 4 hours between the end of OT and the beginning of the next regular shift (8 hrs - 4 hrs = 4 hrs of fatigue time due to the employee).

b. Local 21 Work Group 1 represented employees shall not receive fatigue time if:

1) the overtime is completed more than eight (8) hours prior to the start of their regularly scheduled shift, or 2) employees are called out to perform overtime work within four (4) hours of the start of their next regularly scheduled shift, or 3) they are assigned to continuous operations.

c. Fatigue time must be taken during the first or last part of the next regularly scheduled workday. Local 21 represented employees receiving fatigue time shall notify their immediate or after-hours supervisor at the completion of the overtime work, if possible, or a minimum of one (1) hour before the start of their next regularly scheduled shift when their fatigue time will be taken.

ARTICLE IV - LEAVE PROVISIONS

A. Holidays.

1. Legal Holidays. The following legal holidays will be granted to eligible employees:

New Year's Day	January 1
Martin Luther King, Jr.'s Birthday	Third Monday in January
Lincoln's Birthday	February 12
Washington's Birthday	Third Monday in February
Cesar Chavez' Birthday	March 31
Memorial Day	Last Monday in May
Independence Day	July 4
Labor Day	First Monday in September
Admission Day	September 9
Veterans Day	November 11
Thanksgiving Day	Fourth Thursday in November
Day after Thanksgiving	
Christmas Day	December 25

Effective January 1, 2022, the following legal holidays shall be granted to eligible employees:

New Year's Day	January 1
Martin Luther King, Jr.'s Birthday	Third Monday in January
Lincoln's Birthday	February 12
Washington's Birthday	Third Monday in February
Cesar Chavez' Birthday	March 31
Memorial Day	Last Monday in May

Juneteenth	June 19
Independence Day	July 4
Labor Day	First Monday in September
Veterans Day	November 11
Thanksgiving Day	Fourth Thursday in November
Day after Thanksgiving	
Christmas Day	December 25
Day after Christmas	December 26

2. Alternate Days. When a holiday falls on Sunday, the following Monday shall be observed as the holiday. When a holiday falls on Saturday, the preceding Friday shall be observed as the holiday.

3. Diversity Floating Holiday. In recognition and appreciation of the diversity of the District population and in addition to the holidays specified above, each employee shall receive one floating holiday per calendar year. If the floating holiday is not used by the end of the payroll year, defined as the last period for which pay is received in December, it shall be forfeited for that calendar year. Use of this floating holiday after the payroll year but prior to the end of the calendar year will be charged against the following year's entitlement.

4. Eligibility. Full-time employees shall receive the above holidays off, credited at 8 hours pay when both the following conditions are satisfied:

a) The employee works or is on Authorized Leave (with or without pay) on their scheduled workday immediately before and immediately after the holiday; and

b) The employee is on a paid status for at least 8 hours of the payroll period in which the holiday falls.

It is understood by the parties that the District will change Procedure 224 Holiday Leave, to reflect this agreement.

5. Holiday Pay

a) Work Group I (Appendix A) Employees.

(1) Employees who work on an observed holiday shall receive overtime pay for hours worked in addition to their regular straight time pay.

(2) Employees whose scheduled day off falls on an observed holiday shall receive a day's pay at the straight-time rate. Such employees, who work on an observed holiday shall, in addition, receive overtime for hours worked.

(3) Eight Hour Work Schedule. Employees who work in a 24-hour

continuous operation or a 7-day per week operation and are scheduled to work on a holiday and actually work on the holiday shall receive the following:

- Eight (8) hours of regular straight time pay for the holiday worked that will be subject to retirement contributions from both the District and employee and be counted toward retirement service credit.
- Eight (8) hours of holiday pay at the straight time rate that the employee may choose either to receive as pay or add to their vacation accruals. If taken as pay, holiday pay is a premium pay and is not subject to retirement withholding and will not be counted toward service credit.
- Four (4) hours of holiday premium at the regular straight time rate that may be paid or added to compensatory time accruals. If taken as pay, holiday premium pay is not subject to retirement withholding and will not be counted toward service credit. The four hours of holiday premium pay will be reported using a separate payroll code.

Compressed Work Week Schedule. Employees who work in a 24-hour continuous operation or a 7-day per week operation and work on a compressed work week schedule and are scheduled to work on a holiday and actually work on the holiday shall receive the following:

- Nine (9), ten (10), or twelve (12) hours of regular straight time pay for the worked holiday depending on the duration of their regularly scheduled workday that will be counted toward retirement service credit and be subject to retirement contributions from both the District and employee.
- Eight (8) hours of holiday pay at the straight time rate that the employee may choose either to receive as pay or add to their vacation accruals. If taken as pay, holiday pay is a premium pay and is not subject to retirement withholding and will not be counted toward service credit.
- Holiday premium pay equal to one-half of the duration of their regularly scheduled workday at their regular straight time rate that may be paid or added to their compensatory time accruals. If taken as pay, holiday premium pay is not subject to retirement withholding and will not be counted toward retirement service credit. The holiday premium pay equal to one-half of these regularly scheduled hours worked will be reported using a new payroll code.

(4) In the event that a holiday falls on an employee's compressed day off, the employee will be credited with eight (8) hours of vacation, or the employee may choose to receive holiday pay, to be added to the eighty (80) hours of regular pay (a total of eighty-eight (88) hours at regular rate for the pay period). If the employee does not indicate that they wish to receive holiday pay, the holiday will be added to their vacation balance.

(5) In continuous operations, when a holiday falls on a Saturday or Sunday, the actual holiday will be observed rather than the District-observed holiday.

(6) Holidays that fall during a vacation shall not be charged against vacation credits.

(7) In the event that a holiday(s) falls on the employee’s nine-hour day (or other regularly scheduled workday that is longer than 8 hours), the employee’s ability to make up the shortfall of hour(s) shall be governed by section Article II.G.1.

b) Work Group II (Appendix A) Employees. Employees in Work Group II shall not be eligible for holiday pay.

B. Vacation.

1. Accrual. Eligible employees shall accrue vacation leave on a bi-weekly basis as follows:

Continuous Service Years	Vacation Leave Hours per Pay Period	Vacation Days per Year
1st through 4th	3.692	12
5th through 9th	4.616	15
10	5.539	18
11	5.539	18
12	5.539	18
13	5.847	19
14	6.154	20
15	6.462	21
16	6.770	22
17	7.077	23
18	7.385	24
19 and over	7.693	25

There shall be no loss of vacation leave accrual for leaves without pay of 160 hours or less in a payroll year; thereafter, there shall be no accrual of vacation leave credits for any workday of unpaid leave in the same payroll year.

2. Initial Use. At any time after completion of the initial six (6) months of service, an eligible employee may use six (6) days credited for the first six (6) months of employment.

3. Use of Vacation.

a) Employees may use vacation leave equal to the accrued vacation leave

credited to their account after the first six (6) months of service.

b) Work Group I (Appendix A) employees must charge approved vacation leave against vacation credits in increments of 30 minutes.

c) Work Group II (Appendix A) employees may only charge vacation in full day increments.

d) A maximum of fifty (50) vacation leave days (400 hours) may be deferred by employees annually, unless there is specific written authorization from the General Manager to exceed such limits. Any employee with deferred vacation accrued in excess of (fifty) 50 days (400 hours) as of December 31 shall have their vacation leave balance adjusted and reduced to fifty (50) vacation days via the two following options (or combination thereof):

- i. taking a vacation within the first three (3) months of the next payroll year; and/or
- ii. being paid for all hours in excess of 400 hours after the first quarter of the next payroll year.

e) Any employee who confirms in writing to the Director of Employee Relations or designee that they are going retire in the current calendar year may, at their option, retain their total vacation leave accrual to the date of that retirement.

f) Whenever possible, vacations shall be scheduled for the time requested by the employee. In order to avoid undue disruption of work activities or to minimize conflicts with other employees' vacations, the Department Head or Division Manager may place reasonable seasonal or other restrictions on the use of vacation.

4. Vacation Proration on Separation. An employee eligible for vacation who is separated from District service for any reason shall receive a lump sum payment for any unused, earned vacation.

5. Vacation Sell Back. An employee may choose to sell back a maximum of two hundred (200) hours of vacation leave to the District in one-hour increments during the payroll year. Payments to employees resulting from such sell back of vacation shall not be considered "compensation" as defined in the Retirement Ordinance for the purpose of calculating terminal compensation.

C. Sick Leave.

1. Definition. Any represented employee who, through no fault of their own, is unable to be present to perform their duties due to illness, injury, medical or dental treatment, on the part of the employee or a qualifying individual under California's Paid Kincare Leave law shall be granted

sick leave in accordance with the provisions of this Section.

2. Accrual. Eligible employees shall accrue four (4) hours of sick leave credit for each full bi-weekly pay period of continuous service, to a maximum of 1040 hours (130 days). There shall be no loss of sick leave accruals for leaves without pay of 160 hours or less in a payroll year; thereafter, there shall be no accrual of sick leave credits for any workday of unpaid leave in the same payroll year.

3. Sick Leave Use.

a) All sick leave used by employees in Work Group I (Appendix A) shall be deducted from the employee's sick leave credits, with the minimum chargeable time being 30 minutes.

b) Employees in Work Group II (Appendix A) may only charge sick leave in full day increments.

c) When sick leave credits are exhausted, unpaid sick leave may be granted.

4. Family Sick Leave/Kincare. In accordance with California's Paid Kincare Leave law, an employee may use their 13 days of annually accrued paid sick leave in a 12-month period for the following reasons:

a. For the employee's own diagnosis, care, or treatment of an existing health condition or preventative care.

b. For the diagnosis, care, or treatment of an existing health condition or preventative care for an employee's family member, person with whom the employee has a legal relationship, or person living in the same household, including:

- i. Child (including a biological, adopted, or foster child, stepchild, legal ward, or a child to whom the employee stands in loco parentis).
- ii. Spouse or Registered Domestic Partner.
- iii. Parent (including biological, adoptive, or foster parent, stepparent, or legal guardian of an employee or the employee's spouse or registered domestic partner, or a person who stood in loco parentis when the employee was a minor child).
- iv. Grandparent.
- v. Grandchild.
- vi. Sibling.

c. To obtain any relief or services related to being a victim of domestic violence, sexual assault, or stalking including the following with appropriate certification of the need for such services:

- i. A temporary restraining order or restraining order.

- ii. Other injunctive relief to help ensure the health, safety, or welfare of themselves or their children.
- iii. To seek medical attention for injuries caused by domestic violence, sexual assault, or stalking.
- iv. To obtain services from a domestic violence shelter, program, or rape crisis center as a result of domestic violence, sexual assault, or stalking.
- v. To obtain psychological counseling related to an experience of domestic violence, sexual assault, or stalking.
- vi. To participate in safety planning and take other actions to increase safety from future domestic violence, sexual assault, or stalking, including temporary or permanent relocation.

In any instance where Family Sick Leave Kincaid is also a qualifying FMLA/CFRA Leave, the leaves will run concurrently. This does not prohibit an employee from declining FMLA/CFRA leave. An employee shall provide reasonable advance notification of their need to use accrued paid sick leave to their supervisor if the need for paid sick leave use is foreseeable (e.g., doctor's appointment scheduled in advance). If the need for paid sick leave use is foreseeable, the employee shall provide notice of the need for the leave to their supervisor as soon as is practicable.

5. Substitution of Sick Leave for Vacation. If an employee becomes ill and takes sick leave before a scheduled vacation begins, the starting date of vacation may be postponed, or vacation rescheduled as approved by the District. If an employee becomes ill after their last workday before vacation begins or during vacation, and the illness extends more than two (2) vacation days, accumulated sick leave shall be substituted for vacation leave for each full day involved. Request for such substitution shall be made when the employee returns to work, unless they wish to extend the absence, in which case they shall contact the supervisor before they are scheduled to return to work. Documentation to support such request may be required by the employee's supervisor. Each vacation leave day that an employee was hospitalized may be converted to sick leave upon submission of satisfactory evidence of hospitalization.

6. Limitations on Sick Leave.

- a) An employee who is unable to report for work and who fails to notify their supervisor in accordance with work unit procedures, may not qualify for paid sick leave.
- b) An employee whose illness or injury arises out of non-District employment is not entitled to sick leave.
- c) All sick leave use is subject to review, verification, and approval by the District.
- d) A doctor's certificate indicating time under doctor's care, approval for return to work, and any work limitations is required if sick leave extends to ten (10) consecutive workdays or more.

e) Upon return to work from sick leave, the employee's supervisor and Department Director/Division Manager may require an employee to be evaluated by a District-selected physician, if there is reasonable concern about the employee's fitness for duty, or if the employee has an illness that could be contagious. These evaluations will be conducted on District time.

7. Retirement Credit. Consistent with the terms and conditions of the Retirement Ordinance, when an employee's sick leave accumulation reaches the maximum of 1040 hours, any hours which would have otherwise accrued thereafter shall be accumulated without limit.

Such hours, when added to the existing sick leave accumulation, become Service Extension Credit to be applied when computing the employee retirement allowance.

8. Service Extension Credit -Conversion. When an employee is released for return to work as shown by medical evidence satisfactory to the District, after sick leave extending for ninety (90) calendar days or more, the hours of sick leave taken shall be restored to the employee's sick leave account when requested by the employee, by deducting that number of hours from any service extension credit in the employee's account at the time of return to work to a maximum of five hundred twenty (520) hours. Such sick leave shall be credited and available for use after the employee's return to work.

9. Sick Leave Buy Back. Employees who use 18 hours or less of sick leave in a six-month period are eligible to sell back 8 hours or 16 hours of sick leave back to the District. Eligible employees may also convert 8 hours or 16 hours of sick leave to vacation hours.

10. Sick Leave Pay-Out In lieu of Service Extension Credit. Employees who separate from service due to retirement shall have the option of receiving a lump sum cash payment equal to the value of fifty percent of the accrued hours in the employee's sick leave account and Service Extension Credit account, at base rate, not including shift or other differentials or premiums, less applicable taxes, instead of and in lieu of receiving the Service Extension Credit pursuant to Article IV C 7 and the Retirement Ordinance. Such lump sum payment shall not be considered "compensation" as defined in the Retirement Ordinance for the purpose of calculating terminal compensation.

11. FMLA Leave. Eligible employees who are on paid sick leave or job injury leave will be granted simultaneous leave pursuant to the Family and Medical Leave Act (FMLA). An employee may be eligible for up to thirteen (13) consecutive workdays of protected unpaid leave at exhaustion of their approved FMLA event, where the additional time off is for the FMLA qualifying event. In order to receive the additional time off, appropriate medical documentation is required.

D. Special Leave.

1. Death in Family. In the event of death in an employee's immediate family (parents, stepparent, spouse, domestic partner, child, stepchild, sibling, grandparent, grandchild or any other person sharing a comparable relationship resulting from marriage or registered domestic partner relationship), Work Group I employees shall be granted 40 hours of special leave. Work Group II employees shall be granted five (5) workdays of special leave. In the event of death of the employee's mother-in-law or father-in-law, Work Group I employees shall be granted twenty-four (24) hours of special leave and Work Group II employees shall be granted three (3) workdays of special leave. Leave granted for death in family may be split between the period immediately following the death and the funeral services.

2. Funeral/Service of Relative. Work Group I employees shall be granted eight (8) hours and Work Group II employees shall be granted one (1) workday of special leave to attend the funeral of a close relative not in the employee's immediate family. Close relative includes, spouse's grandparent, daughter-in-law, son-in-law, sister-in-law, brother-in-law, spouse's sister-in-law, spouse's brother-in-law, and employee's aunt, uncle, niece, nephew, and first cousin.

3. Other Deaths. An employee may request authorization by the General Manager for special leave involving deaths other than those listed in paragraphs (a) and (b) above, where the employee considers special leave justified. The decision of the General Manager is final and not subject to appeal.

4. Use of Death in Family, Funeral/Service of Relative, and Other Death Leave. Leave shall be taken immediately following the death of the person or to coincide with funeral/services unless, because of extenuating circumstances, another specified time is required, and specific written authorization is granted by the General Manager to defer such leave to another specified period of time.

5. Jury Duty. An employee shall be granted necessary special leave for jury duty as detailed in an appropriate summons or order. The employee must immediately notify the supervisor when they receive a jury duty summons and provide a copy of the instructions that they receive. Employees shall follow the instructions of the jurisdiction for which they are summoned but must report back to work in a timely manner if not required to be present for jury duty or if released from jury duty during the workday.

6. Court Appearance. An employee subpoenaed to appear before a court or other public body on any matter not related to their work, shall be granted special leave for such purposes; provided, however, that such leave shall not be granted if the employee is the plaintiff or defendant or if the court appearance is for domestic relations matters in the Family Law or Juvenile Division of the Superior Court unless otherwise provided by law.

7. Military Physical Examination. An employee shall be granted special leave to take a required military physical examination.

8. Military Leave. The District shall grant military leave in accordance with applicable laws.

9. One Day Special Birthday Float. Each employee shall be granted special leave for their birthday based on the employment status of that employee, not to exceed a total of eight (8) hours within the payroll year of their birthday. The payroll year is defined as the period that begins after the last payroll in December to the last pay period in the following December, for which pay is received in December. If the One Day Special Birthday Float is not used by the end of the payroll year, it shall be forfeited for that calendar year. Use of this birthday holiday after the payroll year but prior to the end of the calendar year will be charged against the following payroll year's entitlement.

10. Blood Donation. Consistent with District operating requirements, in Work Group I (Appendix B) employees shall be granted special leave of two (2) hours for giving blood donations to District accredited hospital or Red Cross blood banks.

ARTICLE V- INSURANCE, DEFERRED COMPENSATION AND RETIREMENT BENEFITS

A. Health Insurance. The District shall provide health plan coverage to eligible employees and dependents in one of the approved District Health Plans listed below. Employee cost share for health plan premiums are shown in the table below:

Plan	Employee Cost Share at % of Premium
Kaiser Plan (current 7002)	0% all tiers: employee only, double and family
ACWA Anthem BC Classic PPO	0% employee only tier, 15% double and family
Sutter Health Plan Plus HMO Coverage begins 1/1/2019	0% employee only tier, 15% double and family

1. Kaiser Foundation Health Plan. The District shall pay the full cost of premiums for eligible employee and eligible dependents coverage in the Kaiser Foundation Health Plan. During the life of the MOU, the following co-pays will be in effect unless a change is mandated by the provider:

- Office visit co-pay -\$20
- Prescription co-pay - \$10/\$15 for generic and brand name drug types respectively
- Emergency room visit - \$75 (waived if admitted)
- Hearing Aid Benefit - Effective January 1, 2019 a hearing aid benefit will be added in the amount of \$1,000 per ear once every three (3) years.

2. Association of California Water Agencies-Blue Cross (ACWA-BC). The District shall pay the full cost of premiums for eligible employees only. The District will pay 85% of

the costs of premiums for the employee plus dependents and the remainder shall be paid by the employee by payroll deduction on a pre-tax basis. During the life of the MOU, the office visit co-pay for ACWA-BC will be \$15.00 and the prescription drug co-pay will be \$5/\$15.00 for generic and brand name drug types, respectively, unless a change is mandated by the provider.

3. Sutter Health Plus (Plan ML32 per 8/16/17 presentation). Effective January 1, 2019, the District shall pay the full cost for premiums for eligible employees only. The District will pay 85% of the costs of premiums for the employee plus dependents and the remainder shall be paid by the employee by payroll deduction. During the life of the MOU, the office visit co-pay for Sutter will be \$10 and the prescription drug co-pay will be \$5/\$20/\$40 for generic, brand name, and non-formulary drug types, respectively, unless a change is mandated by the provider. Emergency room visit is \$30 and waived if admitted. Hospital inpatient co-pay - \$0.

4. Employees without access to Kaiser Health Plan, the District will pay 100% of the medical insurance premium for the employee and dependent coverage in either of the other available District health plans (currently Health Net until December 31, 2018 ACWA Anthem Blue Cross Classic PPO or Sutter Health Plus HMO). However, if the employee should again become eligible for Kaiser, District coverage will be provided as described in paragraphs 1, 2, and 3 above.

5. If federal or state legislation is enacted which will impact the District's health plans or practices, the parties shall reopen negotiations to the extent necessary to comply with the mandatory provisions of any legislation.

6. The amount of cash-in lieu provided to employees who receive medical insurance coverage through their spouse or partner and elect not to receive District-paid medical insurance is \$500 per month.

B. Life Insurance. The District shall pay the cost of employee premiums in the existing group life insurance plan. The face value of the basic life insurance shall be one and one-half times (1.5) the employee's annual salary rounded to the nearest \$1000.00. This includes double indemnity for non-occupational accidental death and dismemberment according to scheduled benefits. Increases in costs which may occur during the term of this Agreement shall be borne by the District.

C. Dental Insurance. The District shall pay the cost of premiums for those employees and eligible dependents enrolled in the group insurance plan with Delta Dental and provide 100 percent basic coverage (50 percent prosthodontics) to a maximum of three thousand dollars (\$3000) for PPO-Dentists and a maximum of two thousand five hundred dollars (\$2500) for Non-PPO-Dentists. Non-PPO-Dentists have a deductible of fifteen dollars (\$15) for the employee and eligible dependents up to a maximum of three (3) such deductions per family unit per year. Increases in costs which may occur during the term of this Agreement shall be borne by the District.

1. **Orthodontic Benefits.** The District shall provide for orthodontic benefits and coverage for all eligible employees and dependents. Such coverage shall be 50/50 coinsurance with a three-thousand-dollar (\$3000) lifetime maximum per patient with no deductible. Also, the Union agrees that any increase in orthodontic premiums will be paid for by each individual employee during the term of this Agreement notwithstanding any other language. Newly hired employees will have a one-year waiting period, without claims, for orthodontic coverage.

D. Long-term Disability Insurance. The District agrees to continue the existing salary continuation plan (voluntary group long-term disability insurance) and to pay the full cost per month toward the premium for each participating employee.

E. Insurance Providers/Self-Insurance. Except for the Kaiser Foundation Health Plan, the District may change or eliminate the carriers or providers of any of the benefits set forth in this Article or self-insure (provided that there is no decrease in benefit levels), and provide an equivalent plan under the Health Insurance, Life Insurance, Dental Insurance and Long-term Disability Insurance Sections, set forth above, provided the Union is notified in writing prior to such change. Upon written request, the District will consult with the Union concerning such change. Whenever any insurance carrier except Kaiser refuses to provide coverage for any specific benefit or proposes an increase in its premium of more than 20%, the District, after consultation with the Union, may change carriers or benefits as long as a good faith, reasonable effort is made by the District to provide comparable available benefits.

F. State Disability Insurance (SDI)/Paid Family Leave (PFL). Employees represented by Local 21 shall have SDI premiums deducted from their individual salaries at the rate determined by the State of California. When an employee or qualified dependent sustains an injury or illness that qualifies them to receive SDI/PFL payments, the employee will receive SDI/PFL payments from the State based on the benefit amount in effect at the time the injury or illness occurs.

1. **State Disability Insurance (SDI).** An injured or ill employee may use accrued sick leave, and after sick leave is exhausted, may use compensatory time then vacation to supplement SDI payments from the State if requested in writing provided that the combined total of the SDI payment and accrued leave payment does not exceed 100% of the employee's regular biweekly base salary.
2. **Paid Family Leave (PFL).** The employee may use in the following order family sick leave, compensatory time, then vacation to supplement PFL payments from the State if requested in writing provided that the combined total of the PFL payment and accrued leave payment does not exceed 100% of the employee's regular biweekly base salary.

G. Supplemental Benefits. The District will make payments for represented employees under IRS Code Section 125 in the amount of:

- \$915 effective January 1, 2019
- \$1000 effective January 1, 2022

1. Election. Eligible employees may elect during the annual election period of each calendar year, to use pre-tax Program funds for District-designated Internal Revenue Service (IRS) Code Section 125 Benefits, OR to receive Program funds in cash on a taxable basis.
2. Eligibility. Represented employees will be eligible for supplemental benefits upon hire; however.
3. Fund Availability. Program payments shall be disbursed after the second pay period each calendar year. New employees shall have payments disbursed in the month after they become benefit eligible.
4. Plan Changes. The District may, after consultation with the Union, add or delete for future calendar years any IRS Code Section 125 flexible spending approved benefits.
5. Plan Administration. A third-party administrator will administer the Program funds, including making payments or reimbursements provided for by the Program and IRS Code provisions.
6. Effective in the benefit plan year starting January 1, 2018, the District shall implement the carry over provision of IRS Code Section 125 for the Health Flexible Spending program up to the maximum amount allowable under the Code. Dependent Care Flexible Spending Accounts are not eligible for the carry over provision. The District will continue to allow for a run-out period of 90 days for all accounts in the flexible spending program in accordance with IRS Code Section 125.

H. Medical/Dependent Care.

1. Program. The District shall establish a salary reduction plan as provided by Section 125 of the IRS Code permitting employees to designate a portion of their annual salary to be withheld and subsequently used to provide pre-tax reimbursement for verified medical and dependent care expenses, subject to the rules of the IRS and governing regulations.
2. Maximum Reimbursement Amounts.
 - a) The maximum annual amount that may be deducted from the employee's annual salary for reimbursement of non-medical dependent care expenses is \$5,000 minus the District's contribution.
 - b) The maximum amount that may be used for reimbursement for personal and dependent medical expenses is \$5,000 plus the District's contribution.
3. IRS Compliance. All medical and dependent care expenses for which reimbursement is required must comply with the requirements of the IRS Code.

I. 401A/401K/457/Roth IRA Deferred Compensation Programs.

1. Eligibility for 401K. Employees who work in classifications represented by Local 21, are eligible to participate in the District's 401K deferred compensation program in accordance with IRS rules, regulations, and District procedures.

2. Eligibility for 457. All employees who work in classifications represented by Local 21 are eligible to participate in the District's 457 deferred compensation program in accordance with IRS rules, regulations, and District procedures.

3. Eligibility for 401A. Employees who work in classifications represented by Local 21, are eligible to participate in the District's 401A deferred compensation program in accordance with IRS rules, regulations, and District procedures.

4. Administration Fees. The District will pay up to a maximum of \$150,000 annually for District-wide administration of the 401A/401K/457 deferred compensation plans. Participants in each plan are responsible for administrative fees in excess \$150,000. Fees are a percent deduction of each participant's account balance(s) based on periodic negotiations with the Third-Party Administrator (TPA) and annual review by the Deferred Compensation Committee.

5. Deferred Compensation Matching. Effective January 1, 2023, employees hired on or after January 1, 2013 and who are not eligible for reciprocity with another California public retirement system, or who are otherwise "new employees" or "new members" as defined under the California Public Employee Pension Reform Act ("PEPRA"), and who are participating in the District's 401(K) plan shall be eligible for a matching contribution up to \$1000 annually to their 401(K) deferred compensation account.

6. Deferred Compensation Committee Participation. Local 21 shall be provided formal and equitable participation in the 401A/401K/457/Roth IRA deferred compensation committee.

7. Exclusions. Employees who participate in any District deferred compensation plan may not defer sick leave buyback payments to their deferred compensation accounts.

J. Vision Insurance. Effective January 1, 2001, the District shall pay the cost of premiums for those employees and eligible dependents enrolled in the group Vision Service Plan, Plan B with \$10 co-payment. Increases in costs which may occur during the term of this Memorandum shall be borne by the District.

K. Employee Retirement System

1. Eligibility for the Employee Retirement System (ERS). Local 21 represented employees are eligible to participate in the District's ERS in accordance with IRS rules and regulations and the District's "Employee Retirement System Ordinance".

2. Retirement Multipliers. The District shall increase the retirement multipliers of 2.2%

and 2.42% to 2.6% and 2.82% respectively, for all participants who earn District Service Credit on or after January 1, 2004.

3. Employee Contribution Rate. The following contribution rates only apply to "legacy" employees hired prior to January 1, 2013, and those hired on or after January 1, 2013 that are eligible for reciprocity with another California public retirement system.

Employees hired on or after January 1, 2013 and are not eligible for reciprocity with another California public retirement system, or who are otherwise "new employees" or "new members," as defined under the California Public Employee Pension Reform Act ("PEPRA"), will be subject to the retirement contribution required by PEPRA. As of January 1, 2013, PEPRA requires that the contribution rate shall be at least 50% of the normal cost of the pension benefit. Information regarding the retirement plan for such employees, including the current contribution rate, can be found in the EBMUD Retirement Handbook.

- Effective April 18, 2016, the employee contribution rate will be 8.75%

4. Any improvements made by the District to current retirement benefits during the life of this agreement, such as improvements to HIB and COLA, shall be made solely at the District's expense.

5. Retirement Service Credit. For all employees who are hired on or after January 1, 2004, accumulation of retirement service credit shall stop after 18 continuous months of unpaid sick leave or unpaid job injury leave. Accumulation of retirement service credit will resume if the employee returns to paid status.

ARTICLE VI-PERSONNEL PROVISIONS

A. Personnel Files.

1. Review of Employee Personnel File. Employees shall have the right to review their personnel files pursuant to applicable state law. No information shall be placed in an employee's personnel file without the employee receiving a copy of the information. The employee shall have the right to respond to any such material. Medical information shall be forwarded to an employee's medical doctor upon written request.

2. Confidentiality. Employee personnel files shall be held in strict confidence by the District and shall be subject to inspection only by officials of the District acting on official District business, the employee, or Union officials in accordance with the employee's written instructions (which shall be filed in the personnel file), or as otherwise required by law (such as by subpoena).

In the event that a business inquirer, creditor, or other person contacts any District supervisor to obtain job reference information on any former or current District employee, the

information given out shall be limited to verification of employment, length of employment, and verification of salary range, if the person inquiring first states a salary in the correct range to the District.

3. Disciplinary Documents. All disciplinary documents in an employee's personnel file (with the exception of suspension letters) will be removed from the file three (3) years after date of issuance at the request of the affected employee. Letters of suspension will be removed after three (3) years, at the request of the employee, if no additional written disciplinary action (reprimand or suspension) has been imposed within the three (3) year period following the initial suspension. There must be a three (3) year period without any documented disciplinary action before a suspension letter will be removed from the employee's personnel file.

4. Counseling Memos. Counseling memos will be removed from a supervisor's file after one (1) year unless the employee has not corrected the work performance or work behavior that led to the counseling memo and has received another counseling memo or been disciplined. Supervisors may specify time frames shorter than one (1) year for removal of counseling letters from the supervisory file.

B. Reduction in Force.

1. Reasons. An employee may be separated from District employment by reduction in force due to lack of work or funds, retrenchment, or completion of work.

2. Application. Reduction in force in a given classification shall be from all positions in the classification, District-wide.

3. Priority. Reduction in force shall first affect employees having provisional (i.e., Temporary Construction, Limited Term, Temporary) or probationary appointments in the classification in question. Thereafter, employees having permanent appointments in the classification shall be subject to reduction in force in inverse order the length of their District continuous service.

4. Demotion to Previously Held Classifications. An employee subject to separation by reduction in force may elect demotion to classifications in which they have previously held permanent civil service status during their current period of employment. In such election, the procedures for reduction in force outlined under Priority (above) shall be applied to the employee being separated and to all others in the classification in question.

5. Voluntary Demotion. In accordance with Civil Service Rules governing demotions and transfers, an employee subject to separation may also be considered for voluntary demotion to other lower classifications or for transfer to classifications at the same salary level, if any vacancies exist. Any employee who is not transferred or demoted to a permanent position shall be offered appointment to any temporary position in their classification which is currently filled at the time of

their proposed termination.

6. **Layoff and Reduction List.** Names of employees affected by reduction in force shall be placed on a Layoff and Reduction List in the order in which they have been laid off or demoted. Such list shall remain in effect for a period of two (2) years, during which time, when vacancies occur in the classification in which reduction in force took place, employees laid off or demoted shall be reinstated in the reverse order of layoff or demotion and receive the same salary step as at the time of layoff.

7. **Severance Pay.** Each permanent employee with a minimum of five (5) continuous years of District employment who is laid off due to a reduction in force shall receive twenty (20) workdays' severance compensation exclusive of any premium, overtime, standby or longevity pay.

8. **Reassignment in Lieu of Lay-Offs.** The parties shall meet when positions are scheduled to be eliminated or substantially changed due to District-initiated changes, including but not limited to reorganization, efficiency, automation and other technological change. All feasible steps (including training and/or transfer) shall be taken to assist employees to locate and prepare to qualify for other positions in the District civil service in lieu of reduction in force; provided that this shall not restrict the District's authority to effect economies or make organizational changes to increase efficiency in District operations.

C. **Probationary Period.** There shall be a twelve (12) month probationary period for all newly hired employees in classifications represented by Local 21. Employees with District civil service status who are promoted to classifications represented by Local 21 will serve a six (6) month probationary period.

D. **Job Share Program.** Job sharing occurs when two (2) employees equally share the work responsibilities of one (1) full-time position on a voluntary basis. The procedural guidelines, salaries, benefits, and other terms and conditions of employment governing employees who have been approved to participate in a job share agreement are set forth in the February 1991 Job Sharing Report to the General Manager.

E. **Tuition Refund.** In order to maintain or improve employee job performance or to assist employees in preparation for District employment opportunities, the District will reimburse employees 100% of tuition and textbook costs upon satisfactory completion of an approved course to the maximum amount of \$ 5000, per fiscal year in accordance with Policy 6.14 (Tuition Refund for Employee Education).

F. **Computer Loan Program.** The District will provide employees interest-free loans of up to \$3500 for purchase of personal computers to promote employee skill development.

G. **Telecommuting.** Eligible employees shall be allowed to telecommute according to District telecommuting guidelines. The telecommuting guidelines are not subject to the grievance procedure.

The District and the Union agree to form a joint labor-management Telecommute committee (JLMTC) with an equal number of District and Local 21 representatives, not to exceed four (4) each. The intent of the JLMTC is to collaborate on the Telecommuting guidelines. The JLMTC shall be notified when the District intends to make any modifications to the Telecommuting guidelines and meet as needed. Nothing in this section takes away the District's rights defined in Article I.C of this MOU.

ARTICLE VII - ALTERNATIVE DISPUTE RESOLUTION/LABOR MANAGEMENT COMM/TEE

A. Alternative Dispute Resolution.

1. Purpose. The Alternative Dispute Resolution (ADR) process is intended to assist in resolution of interpersonal relationship issues which are negatively impacting the workplace and may have resulted or could have resulted in a grievance being filed.

2. Process for Referral. With agreement of the employees involved, any interpersonal relationship issue may be submitted to facilitation/mediation before a grievance is filed or during any step of the grievance process.

3. Logistics. The District will pay for the cost of the facilitation/mediation and will provide facilitators who are mutually agreeable to the parties involved in the mediation/facilitation process.

4. Effect of Grievance Procedure. If a grievance has been filed and the parties agree to use this ADR process, the grievance procedure will be suspended pending the outcome of the ADR process. If the matter is not settled through this ADR process, the grievance will continue at the appropriate step of the Standard Grievance Procedure.

B. Labor Management Committee (LMC).

1. Scope of Committee. The scope of the Labor Management Committee (LMC) is to discuss and resolve issues of interpretation or application of the Agreement, policies, rules or regulations that govern Personnel Practices and Procedures, Civil Service Rules or Disciplinary Actions.

2. Procedure. Any time after a written grievance has been filed, either party may request that they grievance be discussed at the next LMC meeting.

3. Effect on Grievance Procedure. Upon request of either party to discuss the grievance at the LMC, the grievance procedure will be suspended until the LMC discusses the grievance and provides direction.

ARTICLE VIII - GRIEVANCE PROCEDURE

A. Intent. The District and the Union recognize the necessity for speedy and equitable adjustment of all complaints as close as possible to the point of origin. Whenever possible, grievances should be settled with supervisors in the department/division where the grievance originates. It is the intention of the District and the Union to eliminate unnecessary grievances, and to promptly and equitably adjust all those grievances which are meritorious.

B. Definition. A grievance is defined as any dispute which involves the interpretation or application of this Agreement, policies, rules or regulations that govern personnel practices and procedures, Civil Service Rules or disciplinary action taken against an employee.

C. Time Limits

The time limits set forth herein may be extended by agreement of the parties. Any such extension must be confirmed in writing.

If the Union fails to file a written grievance appeal within the specified timelines at any step of the appropriate grievance procedure, the grievance shall be considered withdrawn.

If the District fails to respond to a grievance within the specified timelines at any step of the appropriate grievance procedure, the Union may move the grievance to the next step.

D. Procedure Steps for Standard Grievance Procedure:

Step 1. Informal Discussion. The employee who has a grievance on a matter other than discrimination, termination or limited Civil Service examination, is encouraged, with or without the assistance of a representative to discuss the matter informally with their immediate supervisor. Grievances arising out of termination, Civil Service examinations or claims of discrimination, as described in District Procedure 227, are to be processed in accordance with Section D, paragraphs 1 or 2, respectively. Grievances, as defined in Section B above, concerning all other matters (e.g., disciplinary suspensions, etc.) are to be processed in accordance with this Standard Grievance Procedure.

Step 2. Formal Grievance. If the matter is not settled through the informal discussion, the employee must file a written grievance with their supervisor within twenty (20) working days from the initial date they knew, or reasonably could know of the act or omission causing the grievance.

The written grievance shall contain the following:

- a) statement of the grievance and all relevant facts;
- b) specific provisions of the contract, rules, regulations or personnel policies and procedures allegedly violated; and

c) the remedy sought.

The immediate supervisor may, but is not required to, meet with the employee and their union representative to review the grievance in an effort to resolve the issue. The supervisor will provide a written response to the employee that explains the supervisor's rationale and decision within twelve (12) working days of receipt by the supervisor of the written grievance.

Step 3. Division Manager, Department Manager, Department Director Review. If the grievance is not resolved by the immediate supervisor, the employee must submit the completed grievance form to the appropriate next level manager within twelve (12) working days of receipt of the decision by the immediate supervisor.

The division manager, department manager or department director (i.e., the appropriate level) shall meet with the employee and their representative to review the grievance, investigate to the extent necessary, and provide a written response to the employee that explains the manager) rationale and decision within twelve (12) working days of receipt of the grievance.

Step 4. Binding Arbitration. If the grievance remains unresolved, the Union may submit the grievance to binding arbitration.

A request for arbitration shall be in writing and addressed to the Director of Employee Relations and must be postmarked thirty (30) calendar days after the employee's receipt of the decision. The request shall clearly state the issue to be arbitrated. The District and the Union shall jointly select an impartial arbitrator. If the parties agree to mutually select an arbitrator without a list, the arbitrator shall be selected within thirty (30) calendar days of receipt of the request for arbitration from the Union. If the District requests a list of arbitrators from either the American Arbitration Association or the California State Conciliation Service, the parties shall select an arbitrator within thirty (30) calendar days of receipt of the list.

The arbitrator shall limit their decision strictly to the interpretation, application and enforcement of the provisions of this Agreement, or the interpretation or application of rules or regulations governing personnel practices or working conditions. In cases of suspension or discharge, the arbitrator shall limit their decisions strictly to the issue of cause.

The arbitrator's hearing shall be formal and conducted in accordance with usual administrative practices, including recording of proceedings by certified reporter and testimony given under oath. If a transcript of the proceedings is ordered by either party, each party shall pay for its own copies.

The arbitrator shall in no case make any recommendations:

a) contrary to, or inconsistent with or modifying or varying in any way, the terms of this Agreement, or the terms of rules or regulations governing personnel practices or working conditions;

- b) inconsistent with the District's duties, responsibilities or obligations particularly with regard to public health and safety and including the Municipal Utility District Act or any other State or Federal law to which the District is subject;
- c) concerning the grievance of any employee who has elected to process a grievance through any other appeal procedure established by the District;
- d) ordering any wage increase or decrease;
- e) ordering the payment of back wages for more than six (6) months prior to the date a written grievance is filed;
- f) reversing, overruling, or otherwise modifying any District decision or omission except after finding (a) the District decision violated some express provision of the Agreement or rules and regulations governing personnel practices or working conditions; or (b) the District decision or omission was under the circumstances arbitrary, capricious or discriminatory.

Each party shall make arrangements for and pay the expenses of witnesses who are called by them. The District shall have no obligation to compensate employees, with the exception of the aggrieved in other than suspension or discharge cases, for time lost during arbitration proceedings, except when any employee is requested by the District to participate in such arbitration proceedings.

The expenses of the arbitrator and certified court report (if used) shall be shared equally by the District and the Union or employee, as appropriate.

E. Procedural Steps for Expedited Grievance Processes.

1. Expedited Process for Employment Termination Grievances.

Step 1. The employee whose employment has been terminated may file a formal grievance with the Department Manager/Department Director within fifteen (15) calendar days of notice of termination.

Step 2. The appropriate level manager shall meet with the employee and their representative to review the grievance, investigate the grievance to the extent necessary and provide a written response to the employee that explains the manager's rationale and decision within seven (7) working days of receipt by the manager of the written grievance.

Step 3. If the grievance is unresolved, the Union may request binding arbitration within thirty (30) calendar days in accordance with Section C.

2. Expedited Process Limited Civil Service Examination Grievance.

Step 1. The Union may file a Limited Civil Service Examination Grievance on behalf of a current employee or group of current employees by submitting a written grievance to the Manager of Human Resources within the following time limit:

- a) Disqualification from examination - Within seven (7) calendar days of notice of disqualification and prior to the administration of the examination.
- b) Examination results - Within seven (7) calendar days of notice of examination results.
- c) Other grievances pertaining to recruitment, examination, or selection as stated in the Civil Service Rules - Within seven (7) calendar days from the initial date they knew, or reasonably could know, of the act or omission causing the grievance.

The Director of Human Resources shall provide a written answer to the Union setting forth their decision and rationale within seven (7) calendar days of receipt of the grievance.

Step 2. If the Union is not satisfied with the Director of Human Resources response, the Union may request a meeting with the Director of Human Resources or designee to review and attempt to resolve the grievance within seven (7) calendar days of receipt of the Director of Human Resources for response. The Director of Human Resources or designee will schedule a meeting with the Union within seven (7) calendar days of receipt of the Union's request for the meeting.

Step 3. If the Union desires to appeal the District's response to the grievance, it shall notify the Director of Human Resources in writing within seven (7) calendar days from the time of the meeting that it desires to submit the grievance to expedited arbitration. The expedited arbitration process for Limited Civil Service Examination Grievances shall be as described below and shall be the exclusive means for the resolution of such disputes:

- a) Selection of Arbitrator and Scheduling of Hearing: Within seven (7) calendar days of the Union's notice to the Director of Human Resources, an impartial arbitrator shall be jointly selected by the District and Union. If the parties cannot agree on an arbitrator, then the Director of Human Resources will request a list of five (5) arbitrators from the California State Mediation and Conciliation Service and the parties shall select an arbitrator by mutual agreement or alternately striking names.
- b) The hearing shall be held within fourteen (14) calendar days of the arbitrator's selection. If the arbitrator has no available date within fourteen (14) calendar days, another arbitrator shall be selected until an arbitrator can be found who is available within the fourteen (14) calendar days' time limit.
- c) The District and the Union shall each submit five (5) calendar days prior to the hearing a pre-hearing statement to the arbitrator with a copy to the other party, outlining its

position and appending whatever exhibits it wishes to present.

d) Unless the parties mutually agree to the contrary, each party shall have up to two (2) hours to present its case but may reserve up to one-half (1/2) hour of such time to respond to the other party's presentation. The presentation may be made by way of statement by the party's representative, presentation of witnesses or both, but the hearing shall be informal and rules of evidence shall not apply. No transcript or recording shall be kept.

e) The arbitrator shall issue a written award within five (5) calendar days after the close of the hearing. During this period, the arbitrator may convene the parties for up to an additional two hours if the arbitrator wishes to raise additional questions. The award shall be final and binding.

f) The fee and expenses of the arbitrator shall be shared equally by the parties.

F. EEO Discrimination/Harassment Complaint Procedure. An employee who believes that they have been discriminated against based on an EEO protected category may file a grievance in accordance with District Procedure 227.

Step 1. Procedural Violations – If an employee involved in District Procedure 227 believes that the procedure has not been followed, they shall file an appeal to the Diversity and Inclusion Office in accordance with Procedure 227, Step 5. On the procedural matter, they may file a grievance using the Standard Grievance Procedure, specified in Section C.

Step 2. Arbitration – If the complainant is unsatisfied with the determination made in the case, the Union may file for binding arbitration in accordance with Section C.

G. Election of Remedies. It is specifically and expressly understood and agreed that taking a grievance appeal to arbitration constitutes an election of remedies and a waiver of any and all rights by the appealing employee, the Union, and all persons it represents, to litigate or otherwise contest the appealed subject matter through the District Complaint Procedure or the District Civil Service Procedure. Litigation or any other contest of this subject matter in any court or other available forum shall constitute an election of remedies and a waiver of the right to utilize this grievance procedure or to arbitrate the matter. This paragraph is not intended to bar an employee from pursuing any cause of action which has been established by statute.

H. Waiver of Steps and Time Limits. Except when otherwise provided, all steps of the grievance procedure shall be utilized unless a waiver of one or more steps is mutually agreed upon in writing. If the employee or the Union fails to process a grievance within specified time limits, the grievance shall be deemed concluded on the basis of the last decision reached, unless an extension of time limits is mutually agreed upon by the parties in writing. If the District fails to respond within specified time limits, the grievant may appeal to the next step, within the specified time limits.

I. Suspension of Grievance Procedure. If this Agreement is violated by the occurrence of a strike, work stoppage, other interruption or impending disruption of work, no grievance shall be processed while such violation continues. The grievance procedure outlined herein shall not be applicable to grievances arising in the period between the termination of this Agreement and the effective date of its successor. However, if the parties, despite the termination of the Agreement, are continuing to meet and confer in good faith and an impasse in the negotiations has not been reached, the grievance procedure shall continue to be applicable.

ARTICLE IX -DISCIPLINARY PROCEEDINGS

A. Eligibility. An employee who has successfully passed a probationary period may be disciplined for cause by written warning, suspension or termination. Such disciplinary action(s) shall be subject to appeal through the Grievance Procedure provided for in Article VIII of this Agreement.

B. Employee Notification. When the District is considering imposing major discipline (defined as a suspension of five days or more, or termination), it will notify the employee and the Union in writing of the pending disciplinary action and will provide copies of any known written materials, reports or documents upon which action is based to the employee and their representative before the scheduled pre-disciplinary meeting. The employee will be given the right to respond informally -- either orally, in writing or both -- to the proposed charges. The District is not precluded from using information obtained in the pre-disciplinary meeting in any subsequent meeting or hearing in the event discipline is imposed. The District is also not precluded from using information obtained in investigating information and statements presented at the pre-disciplinary meeting in subsequent meetings or hearings if the discipline is imposed.

C. Union Notification. An employee ordered to leave their place of work for disciplinary reasons shall, before leaving the District premises, have the right to consult with their Union representative. Consultation with a Union representative will not be required in instances in which the supervisor removes an employee from the premises in cases involving violence, willful destruction of property, or to prevent injury to the employee or others. The supervisor shall promptly notify the Union of the action taken, the reasons for and duration of the suspension.

D. Right to Appeal. The employee, with or without their designated representative, shall have the right to appeal a suspension or discharge either in accordance with the Grievance Procedure provided for in Article VIII of this Agreement or in accordance with Civil Service Rule XIII, APPEALS, but in no case under both.

E. Administrative Leave.

1. Notification. If it is necessary to place an employee on Paid Administrative

Leave, the District shall notify the employee and Union. The notification shall include:

- a) The reason why the employee was placed on Paid Administrative Leave.
- b) The steps to be taken during the time the employee is on Paid Administrative Leave.
- c) Anticipated length of the Paid Administrative Leave.

2. Leave Extension. If the anticipated length of the Paid Administrative Leave needs to be extended, the District shall notify the employee and the Union of the reasons for the change.

ARTICLE X - SAFETY AND HEALTH

A. Definition. The District shall devote every effort to see that District operations are conducted in a safe and healthful manner consistent with the requirements of the work to be performed.

B. Medical Tests on Employees. The District recognizes that medical information about individual employees pertaining to accidents or injuries is confidential. The District also recognizes that in the event employees are exposed to carcinogens or other harmful substances which exceed Cal-OSHA Permissible Exposure Limits, Ceiling Limits and Short-Term Exposure Limits, medical monitoring shall be made available at no cost to the employee but may be required when legally mandated.

C. Results of Government Inspections. Upon receipt, the District shall provide the Union with notices, postings, accident investigation reports, hearing decisions and other documents received from Cal/OSHA or other regulatory agencies which by law require the District to take action.

D. Accident Reports. The District shall provide the Union with a copy of its monthly safety summaries. The District will also provide the Union with copies of Cal/OSHA 200 reports.

E. List of Substances and Processes. The District, in compliance with the State of California General Safety Orders, shall maintain Material Safety Data Sheets on special hazardous substances and processes. Upon request of the Union, the District shall supply the Union with a list of all chemicals, etc. for which it has such data sheets. In addition, upon request, the District shall also provide the Union with specific Material Safety Data Sheets.

F. Report of Safety Violations. Employees are obligated to report all known safety violations at the time they occur or as soon thereafter as is practical to their immediate supervisor.

G. No Smoking. The present "no smoking" policy in effect for District buildings and vehicles shall remain in full force and effect.

H. **Rest Periods.** Employees shall be granted an uninterrupted eight (8) hour period of time off in the event they are required to work for sixteen (16) consecutive hours.

ARTICLE XI. UNIFORMS/SAFETY SHOES

A. **Uniforms.** With the approval of the appropriate department manager, employees in supervisory classifications who are required to wear coveralls to perform their job duties shall be provided overalls at no cost to the employee.

B. **Safety Shoes.** With the approval of the appropriate department manager, the District shall provide a safety shoe allowance for District approved safety shoes for employees in supervisory classifications who are required to wear safety shoes in the course of performing their job duties.

The District shall provide a safety shoe allowance of two hundred and sixty-five dollars (\$265) on receipt of evidence of the purchase of District approved safety shoes and other shoe-related items (inserts, laces, etc.). Employees shall procure their District provided safety shoes at District identified vendors under a purchase order program. Employees can visit the selected vendors and select their shoes from the vendors provided that: 1) the shoes meet the ASTM-F2413-05 safety standards and 2) the after-tax cost for the shoes does not exceed two hundred and sixty-five dollars (\$265). Costs for shoes in excess of this amount shall be paid by the employee. Safety shoes shall not be purchased on District work time and an employee identification badge must be shown to the contract supplier to verify District employment.

ARTICLE XII. CONTRACTING AND SUBCONTRACTING

A. **Right to Contract.** The right to contract and subcontract are vested exclusively in the District; provided, however, if such contracting or subcontracting work would result in the layoff of an employee in a classification set forth in Appendix "A", the District shall consult with the Union, prior to such contracting or subcontracting, in an attempt to avert, by transfer or other reasonable means, the layoff of such employee.

B. **Meeting.** In addition to current practice, the District and Union representatives shall meet by department to review contract work and other work that is customarily performed by Union members that the District intends to contract out during the fiscal year. The District shall provide the Union with summary information on the projects and services planned for contracting out at least five (5) workdays prior to the annual contracting out meetings.

C. **Union Review.** The Union shall be offered the opportunity to review and provide comments on the District's Five-Year Plan prior to its consideration by the Board of Directors.

D. Training. When the District is required to contract out work because District employees lack specific expertise or specialized equipment, the District shall make reasonable efforts to provide training to the affected employees.

ARTICLE XIII. SAVINGS CLAUSE AND FUTURE NEGOTIATIONS/SCOPE OF AGREEMENT/TERM

A. Savings Clause and Future Negotiations. Should any part of this Agreement or any provision contained herein, be rendered or declared invalid by reason of any existing or subsequently enacted legislation, or by any decree of any court of competent jurisdiction, such invalidation of such part or portion of this Agreement shall not invalidate the remaining portions thereof. The remaining portions or parts shall remain in full force and effect. It is mutually agreed upon that upon any such invalidation, the District and the Union will meet and confer with reference to the parts and provisions thus invalidated.

B. Scope of Agreement. Except as otherwise specifically provided herein, this Agreement fully and completely incorporates the understanding of the parties hereto and constitutes the sole and entire Agreement between the parties on any and all matters contained in this Agreement. Neither party shall, during the term of this Agreement, demand any change therein; provided, however, that nothing herein shall prohibit the parties from changing the terms of this Agreement by mutual agreement.


1. The parties shall exclude from the scope of Agreement (Article XII B), and separately negotiate any revisions to the Civil Service Rules and District Policies and Procedures not contained in the MOU, during the term of this Contract.

C. Term. Subject to approval by the Board of Directors, the terms of this Agreement shall become effective at 12:01 a.m., April 26, 2021, and remain in effect until midnight, April 20, 2025. If at least ninety (90) days prior to April 20, 2025 either party shall not have served written notice by registered mail upon the other that it desires revision or modification of any designated provision or provisions contained herein or termination of all such provisions, this Agreement shall be automatically renewed for successive periods of one (1) year.


IN WITNESS WHEREOF, the parties hereto by their duly authorized representatives have executed the Agreement dated the _____, of _____, 2022.

EAST BAY
MUNICIPAL UTILITY DISTRICT

LOCAL 21
INTERNATIONAL FEDERATION OF
PROFESSIONAL, TECHNICAL ENGINEERS



JEFFREY BAILEY Date 4/5/22
Chief Negotiator




ANGELA LONG Date 3-17-2022
Chief Negotiator



WINNIE ANDERSON Date 3/22/22
Interim Director of Human Resources



MARC CARRADINE Date 3-17-2022
Negotiating Team Member



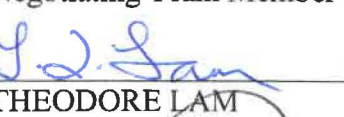
CRISTINA HARMAN Date 3/25/22
Negotiating Team Member



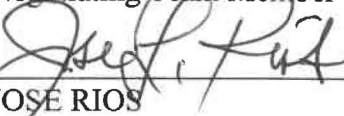
JOHN HAYDEN Date 3-18-22
Negotiating Team Member



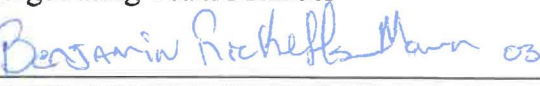
ALICIA CHAKRABARTI Date 3/25/22
Negotiating Team Member



THEODORE LAM Date 03/17/2022
Negotiating Team Member



JOSE RIOS Date 3/23/22
Negotiating Team Member



BENJAMIN RICKETTS-MANN Date 03/17/2022
Negotiating Team Member



CHARLES WHITES Date 3/17/2022
Negotiating Team Member



ANTHONY UKENA Date 3/17/2022
Negotiating Team Member

LOCAL 21 SALARY SCHEDULE**EFFECTIVE APRIL 26, 2021**

CLASS CODE	CLASS TITLE	SALARY GRADE	STEP 1	STEP 2	STEP 3	STEP 4
WORKGROUP I						
2598	Assistant Wastewater Shift Supervisor	70	9,845	10,337	10,854	11,397
5490	Dispatch Center Supervisor	65	8,702	9,137	9,594	10,074
8114	Hydroelectric Power Plant Supervisor	72	10,339	10,856	11,399	11,969
7732	Janitor Supervisor	60	7,686	8,070	8,474	8,898
2563	Maintenance Shift Supervisor	69	9,605	10,085	10,589	11,118
8128	Pardee Water/Wastewater Supervisor	74	10,866	11,409	11,979	12,578
8551	Pipeline Welding Supervisor	70	9,845	10,337	10,854	11,397
8112	Power Plant Supervisor	74	10,866	11,409	11,979	12,578
8260	Power, Treatment & Transmission Maint Supervisor	72	10,339	10,856	11,399	11,969
4700	Public Affairs Specialist	61	7,884	8,278	8,692	9,127
7343	Ranger Supervisor	70	9,845	10,337	10,854	11,397
2550	Security Shift Supervisor	69	9,605	10,085	10,589	11,118
2516	Senior Supervisor of Maintenance Shift Operations	76	11,417	11,988	12,587	13,216
4672	Technical Training Analyst	69	9,605	10,085	10,589	11,118
2594	Wastewater Operations Coordinator	70	9,845	10,337	10,854	11,397
2596	Wastewater Shift Supervisor	76	11,417	11,988	12,587	13,216
8122	Water Distribution Supervisor	76	11,417	11,988	12,587	13,216
8124	Water Treatment Supervisor	76	11,417	11,988	12,587	13,216
WORKGROUP II						
5210	Accounting Systems Supervisor	77	11,702	12,287	12,901	13,546
2332	Administrative Services Supervisor	61	7,884	8,278	8,692	9,127
2515	Assistant Const/Maint Superintendent	76	11,417	11,988	12,587	13,216
4332	Assistant Land Surveyor Supervisor	74	10,866	11,409	11,979	12,578
2543	Assistant Superintendent, Aqueduct/Pardee	76	11,417	11,988	12,587	13,216
2572	Assistant Superintendent, Water Trtmt/Dist	76	11,417	11,988	12,587	13,216
8708	Building Tenant Services Supervisor	69	9,605	10,085	10,589	11,118
4719	Business Development Representative	69	9,605	10,085	10,589	11,118
8611	Carpenter Supervisor	74	10,866	11,409	11,979	12,578
4708	Community Affairs Representative I	61	7,884	8,278	8,692	9,127
4702	Community Affairs Representative II	69	9,605	10,085	10,589	11,118
2513	Construction and Maintenance Supt.	82	13,233	13,895	14,590	15,320
2314	Customer Services Supervisor	70	9,845	10,337	10,854	11,397
4343	Drafting Supervisor	70	9,845	10,337	10,854	11,397
8633	Electrical Supervisor	74	10,866	11,409	11,979	12,578
2580	Equipment Superintendent	76	11,417	11,988	12,587	13,216
8523	Equipment Supervisor	72	10,339	10,856	11,399	11,969
8702	Facility Supervisor	72	10,339	10,856	11,399	11,969
8219	General Pipe Supervisor	72	10,339	10,856	11,399	11,969
4321	Graphic Design Supervisor	68	9,371	9,840	10,332	10,849
2325	Information Services Supervisor	81	12,910	13,555	14,233	14,945
4900	Information Systems Administrator	73	10,600	11,130	11,687	12,271
4905	Information Systems Administrator II	77	11,702	12,287	12,901	13,546
2534	Instrument Maintenance Supervisor	74	10,866	11,409	11,979	12,578

8835	Instrument Supervisor	74	10,866	11,409	11,979	12,578
5225	Internal Auditor	69	9,605	10,085	10,589	11,118
4411	Laboratory Supervisor	79	12,290	12,905	13,550	14,228
4331	Land Surveyor Supervisor	80	12,599	13,229	13,890	14,584
2581	Maintenance Superintendent	82	13,233	13,895	14,590	15,320
4810	Management Analyst I	65	8,702	9,137	9,594	10,074
4805	Management Analyst II	69	9,605	10,085	10,589	11,118
8450	Material Storage Foreman	64	8,489	8,913	9,359	9,827
2527	Material Storage Supervisor	70	9,845	10,337	10,854	11,397
4380	Materials Testing Supervisor	70	9,845	10,337	10,854	11,397
8232	Mechanical Supervisor	74	10,866	11,409	11,979	12,578
8578	Meter Reading & Maintenance Supervisor	70	9,845	10,337	10,854	11,397
8581	Meter Repair and Testing Supervisor	72	10,339	10,856	11,399	11,969
2535	Plant Electrical Maintenance Supervisor	74	10,866	11,409	11,979	12,578
8521	Plant Maintenance Superintendent	84	13,905	14,600	15,330	16,096
2537	Plant Mechanical Maintenance Supervisor	74	10,866	11,409	11,979	12,578
2539	Plant Structures Maintenance Supervisor	74	10,866	11,409	11,979	12,578
4705	Public Information Representative I	65	8,702	9,137	9,594	10,074
4703	Public Information Representative II	69	9,605	10,085	10,589	11,118
4706	Public Information Representative III	73	10,600	11,130	11,687	12,271
4660	Purchasing Contract Supervisor	74	10,866	11,409	11,979	12,578
4410	Quality Assurance Officer	76	11,417	11,988	12,587	13,216
4717	Risk Management Analyst	73	10,600	11,130	11,687	12,271
5240	Senior Accounting and Financial Systems Analyst	77	11,702	12,287	12,901	13,546
4110	Senior Civil Engineer	82	13,233	13,895	14,590	15,320
4106	Senior Control System Engineer	82	13,233	13,895	14,590	15,320
4135	Senior Corrosion Control Engineer	82	13,233	13,895	14,590	15,320
4150	Senior Electrical Engineer	82	13,233	13,895	14,590	15,320
4140	Senior Mechanical Engineer	82	13,233	13,895	14,590	15,320
4657	Stores Supervisor	76	11,417	11,988	12,587	13,216
2542	Superintendent of Aqueduct Section	82	13,233	13,895	14,590	15,320
2540	Superintendent of Pardee Section	82	13,233	13,895	14,590	15,320
2570	Superintendent of Water Treatment/Dist/SWQ	82	13,233	13,895	14,590	15,320
4173	Supervising Administrative Engineer	80	12,599	13,229	13,890	14,584
4352	Supervising Construction Inspector	75	11,133	11,690	12,275	12,889
7337	Supervising Fisheries/Wildlife Biologist	73	10,600	11,130	11,687	12,271
4330	Supervising Hydrographer	71	10,086	10,590	11,120	11,676
4351	Supervising Plant Inspector	75	11,133	11,690	12,275	12,889
2323	Supervising Systems Programmer	83	13,564	14,242	14,954	15,702
4389	Supervising Wastewater Control Inspector	73	10,600	11,130	11,687	12,271
4387	Supervising Wastewater Control Representative	75	11,133	11,690	12,275	12,889
4655	Supervisor of Purchasing	80	12,599	13,229	13,890	14,584
4743	Supervisor of Water Conservation	74	10,866	11,409	11,979	12,578
4671	Technical Training & Writing Administrator	73	10,600	11,130	11,687	12,271
2593	Wastewater Treatment Superintendent	84	13,905	14,600	15,330	16,096