



736 F Street
Arcata, CA 95521

City Manager (707) 822-5953	Police 822-2428	Recreation 822-7091
Community Development 822-5955	Finance 822-5951	Transportation 822-3775
Environmental Services Streets/Utilities 822-5957	Environmental Services Community Services 822-8184	Engineering & Building 825-2128

RECEIVED

October 21, 2020

OCT 26 2020

CITY OF ARCATA
CITY MANAGER'S OFFICE

Art Frolli, Business Representative
Operating Engineers Local Union No. 3
20308 Engineers Lane
Redding, CA 96002

RE: MOU Article IX, Section 20, STANDBY ASSIGNMENTS

Art,

As you will recall, the current MOU between OE3 and the City includes the following in regards to Standby Assignments (Article IX, Section 20.A.2):

20 STANDBY ASSIGNMENTS

A. 2. *It is agreed that should the City change the current standby policy to have less than 3 employees regularly assigned to standby each week, the Standby pay would increase from \$26.50 to \$35.00 per day.*

For many years, the City has had 3 employees regularly scheduled on rotating standby assignments. Those assignments being Corporation Yard, Plant Operations-Water and Plant Operations-Wastewater. This schedule includes 2 employees from Plant Operations (Water and Wastewater) to be on standby each week. There are currently a total of five Plant Operations employees allocated (4 Water/Wastewater Plant Operators and 1 Plant Operations Supervisor; all OE3 classifications).

A recent retirement of one of these employees now requires the standby rotation of those two weekly assignments to be rotated among the remaining four employees. The vacancy created by the retirement has been authorized to be recruited for and filled, but even once filled generally takes a year of employment to become familiar enough with operations and protocols to become qualified to be assigned to the standby rotation.

The Plant Operations staff have requested the City consider a change to the regular standby assignment by reducing the 2 Plant Operations weekly standby assignments to one who will cover both water and wastewater callouts.

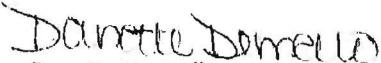
The City is agreeable to this standby assignment change at this time. Additionally, although this is a change being requested by OE3 rather than one affected by the City, the City is also agreeable to applying Article IX, Section 20.A.2 Increasing the standby pay from \$26.50 to \$35.00 per day during the period in which less than 3 employees remain *regularly* assigned to standby each week.

OE3 has also requested this assignment change be considered a pilot program. The right of assignment is ultimately a determination of the City; however, regardless if the assignment change is initiated by the City or OE3, the City continually remains open for those types of requests or concerns to be brought forward for consideration. It is agreed by both parties that the schedule should be monitored when storm conditions begin to increase call outs and revisited once Plant Operations is fully staffed and all of that staff is trained and eligible to be on standby.

By returning a signed copy of this letter, OE3 agrees that:

1. The right to determine how many employees are regularly assigned to standby each week continues to be a management right of the City; and agreed the intent of the current MOU language is that should the standby policy again be changed to 3 or more employees, the standby pay shall change back to \$26.50 per day.
2. With the current change from 3 to 2 employees regularly assigned standby, the standby pay shall be changed to \$35.00 per hour effective the beginning of the pay period in which this signed letter is received.

Sincerely,



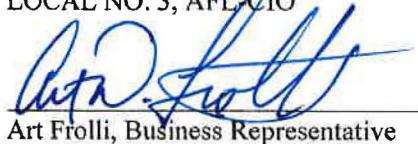
Danette Demello

Assistant City Manager

cc: Stewards- Seth Magnuson, Michael McDowell, John Shelton, Art Avila

Agreed:

INTERNATIONAL UNION OF
OPERATING ENGINEERS
LOCAL NO. 3, AFL-CIO



Art Frolli, Business Representative

Dated: 10/21/2020

Based on executed receipt date of 10/20/20, the standby pay change from \$26.50 to \$35.00 per day is effective 10/18/20.