

LETTER AGREEMENT

LETTER AGREEMENT BETWEEN CITY OF CHICO AND STATIONARY ENGINEERS, LOCAL 39 REGARDING MOU EXTENSION AND VARIOUS BENEFITS (SAFETY FOOTWEAR)

Pursuant to Subarticle 1.6, entitled "Letter Agreement for Variation of Provisions" of the Memorandum of Understanding between the City of Chico and Stationary Engineers, Local 39 Regarding Pay, Hours and Other Terms and Conditions of Employment for the Period of January 1, 2014 through December 31, 2016 (2014 Local 39 MOU)," the City of Chico (City) and Stationary Engineers, Local 39 (Union) enter into this Letter Agreement in order to add Safety Footwear to the terms of Section 6.6.E – Various Benefits and to extend the term of the MOU by one year.

Therefore, the City and Union agree as follows:

1. The City and the Union have met and conferred in good faith regarding mandatory subjects of bargaining concerning employment of City employees represented by the Union. As a result of bargaining, the City and Union have reached agreement that the terms and conditions of the Memorandum and Understanding between the City of Chico and Stationary Engineers, Local 396, shall be extended to December 31, 2017.

2. Effective January 20, 2017, Union and City agree that Section 6.6.E., entitled "Various Benefits," shall be amended as follows:

E. Uniforms, Protective Clothing, and Equipment. City agrees to provide the following uniforms, protective clothing, and equipment to Employees in accordance with the needs of their particular job assignments:

1. Protective headgear (hard hats).
2. Rain gear (coat, pants, and boots).
3. Safety vests.
4. Gloves (rubber, leather, and specialty).
5. Safety goggles.
6. Ear protection (ear muffs or plugs).
7. Breathing masks or respirators.
8. Coveralls and/or laboratory coats.
9. Safety Footwear

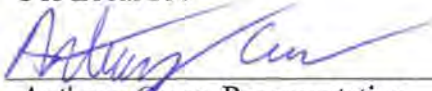
a. Employees shall be responsible for purchasing safety footwear if required by the department for which they work. The City agrees to reimburse employees for the actual cost of safety footwear, not to exceed \$200.00 every 24 months. Reimbursement shall be provided upon receipt of an approved Finance Department form and a legible receipt.

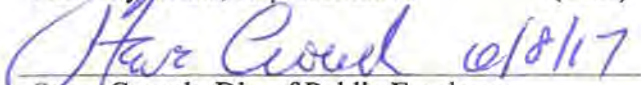
2. Any amendments or modifications to this Letter Agreement shall be in writing, signed and dated by both parties.

3. All other terms, conditions, provisions and requirements of the 2014 LOCAL 39 MOU Unit shall remain in full force and effect.

Signed and dated as follows:

For Local 39:

 5/31/17
Anthony Crans, Representative (Date)

 6/8/17
Steve Crouch, Dir. of Public Employees

For City of Chico:

 5/17/17
Mark Orme, City Manager (Date)

APPROVED AS TO FORM:



Vincent C. Ewing, City Attorney*

*Pursuant to the Charter of the City of Chico §906(D)