

## LETTER AGREEMENT

### LETTER AGREEMENT BETWEEN CITY OF CHICO AND SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 1021 – TRADES AND CRAFTS UNIT REGARDING THE MERGING OF SOME JOB DESCRIPTIONS AND THE CLARIFICATION OF CITY TREE WORKER CERTIFICATIONS.

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Pursuant to Subarticle 1.6, entitled “Letter Agreement for Variation of Provisions” of the Memorandum of Understanding between the City of Chico and Service Employees International Union, Local 1021 – Trades and Crafts Unit Regarding Pay, Hours and Other Terms and Conditions of Employment for the Period of January 1, 2014 through December 31, 2016 (2014 MOU-SEIU-TC),” the City of Chico (City) and Service Employees International Union – Trades and Crafts Unit (Union) enter into this Letter Agreement in recognition of City’s and Union’s agreement to maintain City’s budget reduction goals during the current negotiations process.

Therefore, the City and Union agree as follows:

1. Effective October 2015, the Union and City agree to the following:
  - A. The job descriptions for the Maintenance Worker Classifications (Aide, Maintenance Worker, and Senior) and the Tree Maintenance Worker Classifications are to be merged into one job descriptions as noted in Appendix A – C.
    - a. The intent of this job description consolidation is to provide flexibility in staffing various divisions with the Public Works department and to ensure an equitable methodology in layoff processes.
    - b. Any employee currently classified, or previously classified, as a Tree Maintenance Worker or Sr. Tree Maintenance Worker will have his/her seniority recognized as though they worked continuously as a Maintenance Worker or Sr. Maintenance Worker.
  - B. Article 4.8 of the MOU is to be removed from the MOU.
  - C. Article 5.7.H of the MOU to be amended to replace “Tree Maintenance Worker I, II, and Senior” with “Maintenance Worker Aide, Maintenance Worker, and Senior”.
    - a. This amendment allows for the certification to be paid to Maintenance Workers (all levels), as the “Tree” specialized has been removed as noted in section B above.
  - D. Article 6.6.E.2 of the MOU to be amended to replace “Tree Maintenance Workers” with “Maintenance Worker Classifications assigned to work in the Tree Department”.

2. Any amendments or modifications to this Letter Agreement shall be in writing, signed and dated by both parties.
3. This Letter Agreement is effective October 2015.
4. All other terms, conditions, provisions and requirements of the 2012 MOU – SEIU – TC shall remain in full force and effect.

Signed and dated as follows:

For SEIU-TC:

Bob Collier 10-23-15  
Bob Collier, Representative (Date)

UNKNOWN 10-28-15  
UNKNOWN, Representative (Date)

Chris Bolshazy 10/28/15  
Chris Bolshazy, Local 1021 (Date)

For the City of Chico:

Mark Orme 11/4/15  
Mark Orme (Date)  
City Manager

Approved as to Form:

Vince C. Ewing 11/4/15  
Vince C. Ewing (Date)  
City Attorney