SIDE LETTER AGREEMENT
TO THE MEMORANDUM OF UNDERSTANDING
BETWEEN
THE CITY OF GRASS VALLEY
AND
STATIONARY ENGINEERS, LOCAL 39
OPERATIONS AND MAINTAINENCE CLASSIFICATIONS
IN UNIT #4

The parties agree to the interpretation of the Fiscal Year 2006 through 2009 Memorandum of Understanding (MOU) as indicated below.

Unit 4 agrees to allow management latitude in the interpretation of language provided for in Article 13(A) (3) (a) (ii) regarding the implementation of involuntary furloughs for individual employees. The language requiring involuntary furloughs to “be imposed on a uniform basis within the bargaining unit. . .” may be interpreted by management to include options to define the same equality of salary and related benefit reduction within the unit that would result from unpaid time off. The equal savings may be realized through means other than unpaid time off or combination of actions, including unpaid time off in consultation and agreement with individual employees. For example, an individual employee may request to pay a portion of city provided benefits such as medical coverage in lieu of taking unpaid furlough time. The modified option will be offered only to the extent there is an additional benefit to the City.

The undersigned representatives hereby agree to the terms and intent of this Side Letter of Agreement.

___________________________________       ____________________
Michael E. Lewis, HR Manager   Date
City of Grass Valley

___________________________________       ____________________
Michael Busse, Unit#4 Representative  Date

___________________________________     ______________________
Gary Winegar, Business Representative  Date
IUOE, Local 39

___________________________________     ______________________
Jerry Kalmar, Business Manager   Date