

**LETTER OF UNDERSTANDING
BETWEEN
COUNTY OF SACRAMENTO
AND
STATIONARY ENGINEERS, LOCAL 39
REPRESENTING EMPLOYEES IN THE
OPERATIONS & MAINTENANCE UNIT (006)**

This Letter of Understanding memorializes an agreement between the County of Sacramento and the Stationary Engineers, Local 39, representing employees in the Operations & Maintenance Unit (006). It is agreed that it will be included in the successor agreement unless otherwise bargained.

1. Attachment A, **Seniority Bid for Assignments/Routes at the Department of Waste Management and Recycling** to state the following:

I. Bidding of Assignments/Routes

1. The Department of Waste Management and Recycling shall provide the opportunity for Bargaining Unit 006 employees in the classification of Collection Equipment Operator I, II and III CEO I, CEO II, and CEO III to bid on specific work assignments/routes according to their seniority in class. Permanent employees in these classifications are eligible to bid.
2. Assignment/Route bidding will take place in one of two ways; one is during a General Bid and the second is when a vacancy occurs and management decides to fill it.

II. General Bid

1. A General Bid is one that takes place once every odd numbered year at the below specified time or one that takes place as a result of a major re-route or as mutually agreed between the Department and the Union. A major reroute is triggered when management decides to reduce or increase the number of routes by 10% or more.
2. The bi-annual General Bid will take place in pay period two (2) of each odd numbered calendar year. All assignments/routes will be identified by management and posted on employee bulletin boards at each location for a period of not less than ten (10) calendar days prior to the commencement of the bid. Postings shall include total stops/accounts, estimated can/cart counts, and disability exemptions. While these are subject to change, the information will be based on the best knowledge available to DWMR within the past 90 days.

3. Employees eligible to bid will make their selection in seniority order based upon seniority in class within the Department. Employees are allowed to bid for assignments/routes at any location. Ties will be broken by original County hire date and then by standing on the eligibility list.
4. Assignments/routes available for bid will typically include: Automated Residential Refuse Collection Routes inclusive of Green Waste and Mixed Recycling, Dead End Routes, Neighborhood Community Clean-Up, Can Yard, Kiefer Landfill and North Area Recovery Station.
5. CEO III's will bid first and be provided an available route pool inclusive of all non-prime routes (also known as "dead-end" routes). If there are more bidders than available routes, a corresponding number of CEO III's may choose a prime route. CEO III's that opt for a prime route will be designated as primary back-ups for the dead-end routes.
6. Bids will be submitted on a prescribed form as management may direct. Employees on vacation, leave of absence, jury duty, etc may make their bids in advance of a General Bid, but must be in writing. The County will mail a first class letter to the last known address of employees on long-term leaves notifying them of the bid. Additionally, the County will provide a list of these employees and their last known phone number to the shop steward who will attempt to make contact and notify them of the bid.
7. Assignments/routes not bid upon will be assigned in inverse order of seniority.

III. Filling Vacant Assignments/Routes

1. Management shall post available assignments/routes for bid as many times throughout the year as necessary. Vacancies known to be permanently vacated will be posted promptly.
2. Notification of available assignments/routes will be posted on the assembly room bulletin boards at each location with employees in the affected class. These postings will contain the schedule of the assignment/route and other pertinent information such as off days, hours of service, route size, etc... Employees are allowed to submit bids for assignments/routes at any location.
3. Employees interested in bidding on the open assignment/route must be present on the day of the bid or make their bid in advance, but must be in writing or by County email to their manager. Written bids should list all routes of interest in order for which they are eligible to bid. If the employee requests a full list of all routes, the Department will provide a full list of routes to the employee so that the employee can number them in order of their preference. If an additional vacancy is created as a result of a successful bidder moving to a new assignment/route, then subsequent

bids will be immediately held in succession until all assignments/routes are filled. In these subsequent rounds of bidding, the ten (10) day posting is not required. These subsequent bids will be accomplished simultaneously at all locations via telephone or other telecommunications methods. The process will be conducted by management and monitored by shop stewards at each location. If a shop steward is not available, any employee in the affected classification(s) can substitute. Management may suspend the bidding and continue on the next business day if it concludes the process cannot be completed within the first hour of operation. It is anticipated this methodology will prevent overly burdensome administration of the bid process.

4. Management may temporarily reassign employees to address vacancies during the bid process and up to the process' completion.
5. Should an assignment/route receive no bids, it will be either left unfilled or assigned in inverse order of seniority.

IV. Post-Bid Activity

1. The successful bidder(s) must accept the assignment/route with no opportunity to decline. The successful bidder will begin the new assignment/route as directed by the Operations Supervisor, usually within five (5) working days.
2. Management reserves the right to make temporary assignments for training purposes for up to thirty calendar (30) days.
3. This does not preclude management from transferring employees or denying an assignment/route to an employee based on verifiable security, safety, or clearly articulated operational reasons. If such a transfer or denial is exercised for a period exceeding thirty (30) calendar days, a written notification will be given to the affected employee. Upon request of Local 39, a meeting shall be held to discuss the reasons behind the denial of bid or transfer of an employee.

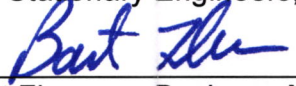
V. Staffing Increases

The parties agree that in the event that the County increases the staffing at the CEO III level to which the number of CEO III positions exceed "dead end" routes (non-prime) for Collection Equipment Operators by more than 50%, the County and Local 39 will meet and confer over the shift bid process in Appendix A of the MOU.

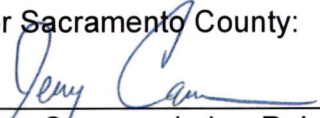
This letter of understanding shall remain in full force and effect to and including June 30, 2025.

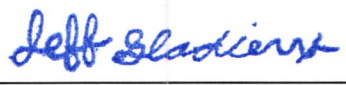
Date 11/28/22

For Stationary Engineers, Local 39:


Bart Florence, Business Manager

For Sacramento County:


Jerry Camous, Labor Relations Officer


Jeff Gladieux, President


Brandy Johnson, Director Public Employees


Chris Kalmar, Business Representative