

SIDE LETTER AGREEMENT NO. 7a

TO AGREEMENT NO. 6711c

BETWEEN

NAPA CITY EMPLOYEES ASSOCIATION

AND

CITY OF NAPA

**Scale House Operator Sideletter**

1. This Sideletter shall supersede Sideletter No. 7.
2. The City of Napa ("City") and the Napa City Employees Association ("NCEA") are committed to maintaining cooperative labor relations, including discussions over matters outside of the Memorandum of Understanding ("MOU") now and in the future.
3. The City and NCEA are parties to an MOU with a term of March 1, 2002 through February 28, 2011.
4. The City has created a new classification of "Scale House Attendant" (attached). Scale House Attendants will work a "4-10" schedule consisting of four ten-hour shifts each week. The Attendants will work from 6 a.m. to 5 p.m. Monday through Friday with one hour duty-free lunch and will work a straight ten-hour shift (from 7 a.m. until 5 p.m.), with a working lunch on weekends. To maintain full coverage, one Attendant will work from Sunday through Wednesday and the other will work Wednesday through Saturday. For overtime purposes, the workweek for the Scale House Attendant runs from Thursday at midnight through Wednesday at 11:59 p.m.
5. Because of the nature of the solid waste recycling business, the City's Materials Division, in which the Scale House Attendant classification will be used, is open seven (7) days per week, and three-hundred and sixty-one (361) days per year. The facility is closed on four days every year: New Year's Day; Easter Sunday; Thanksgiving Day; and Christmas Day. To address this schedule, the MOU shall be amended as follows:

- 16.1 The recognized holidays for all bargaining unit members except employees in the Scale House Attendant classification shall be:

New Year's Day	Thanksgiving Day
Martin Luther King Jr's Birthday	Day After Thanksgiving
Presidents' Day	Twelve O'clock Noon to closing hour the last working day before Christmas
Memorial Day	Christmas Day
Independence Day	Floating Holidays (2)
Labor Day	<i>(One in lieu of birthday; one in lieu of Admission Day)</i>
Columbus Day	
Veterans' Day	

Side Letter Agreement Number 7a  
Between NCEA and the City of Napa  
Re: Scale House Attendant Classification

The recognized holidays for bargaining unit members in the Scale House Attendant classification shall be:

<u>New Year's Day</u>	<u>Thanksgiving Day</u>
<u>Martin Luther King, Jr's Birthday</u>	<u>Day After Thanksgiving</u>
<u>Presidents' Day</u>	<u>Twelve O'clock Noon to closing hour</u>
<u>Memorial Day</u>	<u>the last working day before Christmas</u>
<u>Easter Sunday</u>	<u>Christmas Day</u>
<u>Independence Day</u>	<u>Floating Holiday (1)</u>
<u>Labor Day</u>	<u>(In lieu of Admission Day)</u>
<u>Columbus Day</u>	
<u>Veterans' Day</u>	

Holidays for all bargaining unit members shall be and observed with the following provisions:

- 16.3 The City shall have the right to schedule Community Service Officers and Scale House Attendants to perform regular duties on recognized holidays and to grant Community Service Officers and Scale House Attendants "holiday pay" in lieu of time off in four equal payments in the months of April, July, October, and December. "Holiday pay" is defined as eight (8) hours of pay times the number of holidays worked in a calendar year. For example, if Scale House Attendants are scheduled to work on nine (9) holidays throughout the year, the employees will be credited with seventy-two (72) hours of holiday pay per year, paid at a rate of eighteen (18) hour per quarter.

[Note: this sideletter is not intended to affect the language of any other provision of Article 16 of the MOU.]

6. This agreement shall be part of the current MOU and shall expire with the current MOU (February 28, 2011).

Dated: September 28, 2005

By:



Nancy Weiss, Assistant City Manager  
City of Napa

Dated: September 28, 2005

By:



Steve Crego, President  
Napa City Employees Association

**CITY OF NAPA:**

\_\_\_\_\_  
(Signature)

\_\_\_\_\_  
(Type name and title)

**ATTEST:**

*Pamyla Means*  
(Signature)

PAMYLA MEANS, City Clerk  
(Type name and title)

**COUNTERSIGNED:**

*Jed Christensen*  
(Signature)

JED CHRISTENSEN, Finance Director  
(Type name and title)

**APPROVED AS TO FORM:**

*Valerie Armento*  
(Signature)

VALERIE ARMENTO, <sup>Interim</sup> City Attorney  
(Type name and title)

corporation, partnership, limited liability corporation,  
sole proprietorship, etc.

Budget Code: \_\_\_\_\_

**CONSULTANT:**

\_\_\_\_\_  
(Print name of Consultant/form of organization)

\_\_\_\_\_  
(Employer I.D. No./Social Security number)

By:

\_\_\_\_\_  
(Signature)

\_\_\_\_\_  
(Print name and title)

By:

\_\_\_\_\_  
(Signature)

\_\_\_\_\_  
(Print name and title)