

SIDE LETTER OF AGREEMENT

BETWEEN

COUNTY OF RIVERSIDE

AND

LIUNA

This Side Letter of Agreement (“Agreement”) between the County of Riverside (“County”) and the Laborers International Union of North America, Local 777 (LIUNA) (collectively “Parties”) is entered into with respect to the following:

WHEREAS, the Parties have previously reached an agreement on a Memorandum of Understanding (MOU) with a term from July 1, 2012 to June 30, 2016; and

WHEREAS, the Parties reached a tentative agreement amending Articles I (Term), V (Pay Practices), XIII (Vacation), XXI (Flexible Benefit Program), and XXXII (Fairness Clause) covering the term of 24 months from the first day of the start of the pay period following the Board of Supervisors adoption on March 26, 2019; and

WHEREAS, the Parties wish to add to their existing agreements this side letter of agreement covering “working out of classification grievances” that will go into effect and will be incorporated into their MOU once the Agreement is executed; and

WHEREAS, the scope of this Agreement is limited to the handling of “working out of classification” grievances as specifically addressed by the terms herein. The parties retain all other rights and obligations not expressly compromised by this Agreement;

WHEREAS, the Parties agree to modify Article XIII (Grievance Procedure) of the Parties’ MOU as reflected below:

B. PROCEDURE

Section 13. Steps. The following procedure shall be followed by an employee submitting a grievance petition, except for Conformance to Plan grievances as described further below:

...

F. The parties mutually agree to initiate the processing of those grievances that contend that an employee is not correctly currently classified, otherwise commonly referred to as “working out of classification grievances” at Step 2 of the existing grievance procedure. Therefore, a grievant shall submit and file a working out of classification grievance directly with the County’s Human Resources Department. All other types of

grievances will continue to start at the informal and first step of the grievance procedure as currently set forth and defined in the MOU.

Accordingly, a grievant shall file a written working out of classification grievance petition within fifteen (15) working days after the occurrence of the circumstances giving rise to the grievance to the Human Resources Department. Within (15) working days after submission of the grievance petition, the Human Resources Director, or a designee, shall meet with the grievant and the grievant's representative, if any. Additionally, a member of the Human Resources Classification and Compensation Division and an available Department representative with knowledge and familiarity of the grievant's job functions, duties and assignments will also attend this meeting. No later than fifteen (15) working days thereafter, the Human Resources Director, or designee, shall render a written decision. For those "working out of classification grievances" that identify a specific existing classification to remedy the grievance, the written decision will either grant or deny the grievance.

FOR THE COUNTY OF RIVERSIDE



Sarah Franco
Assistant Human Resources Director

5/22/2020

Date

FOR LIUNA



Stephen Switzer
LIUNA Business Manager

5/22/20

Date