

EXHIBIT A

SIDE LETTER TO THE

2012-2016

MEMORANDUM OF UNDERSTANDING (“MOU”)

BETWEEN

THE COUNTY OF RIVERSIDE (“County”)

AND

THE LABORERS’ INTERNATIONAL UNION OF NORTH AMERICA, LOCAL 777

(“LIUNA”)

The parties hereto agree to amend Article IV, Workweek, Overtime and Premium Pay, Section 3, Premium Pay, A Standby Professional Call Duty and B Minimum Overtime on Call-Back provision, of the 2012 – 2016 MOU between LIUNA and the County as follows:

- A. Standby Call Duty When placed by the Department Head specifically on standby duty, an employee otherwise off duty shall be paid one (1) hour pay for eight (8) hours of such duty beyond the regular work period in addition to the regular salary. Said compensation shall be in addition to said employee's regular salary entitlement. Notwithstanding any prior work practice to the contrary, said compensation shall cease when said employee physically reports to a worksite and will resume at the completion of the call-out work. The on-call duty compensation shall not cease if an employee is able to complete the required work remotely without having to physically report to a worksite. All standby call duty compensation shall cease at the end of the mandatory on-call shift.

“Worksite” for the purposes of this section shall mean the location an employee is required to physically report to in order to complete the work assigned.

- B. Minimum Overtime on Call-Back

1. Call-Back – Physically Reporting to a Worksite. Except as hereinafter otherwise provided, an employee who is physically called back to work to meet an emergency on an overtime basis, whether or not he is in a standby call duty status, shall receive minimum credit for two (2) hours’ work.

Any Nursing Assistant working for the Riverside County Regional Medical Center or Mental Health Inpatient Treatment Facility shall be entitled to a minimum credit of two (2) hours work. Said compensation would be as an additional sum added to said employees pay and not as a credit towards compensatory time off.

2. Call-Back – Responding Remotely. An employee who is called to perform work

but is able to complete the work required without the employee having to physically report to a worksite, whether or not he/she is on call duty status, shall receive minimum credit for two (2) hour's work at the overtime rate. If an employee should complete the work required, and subsequently be recalled during the minimum credit period, no additional compensation shall be paid for until the minimum credit period has exhausted.

The terms of this Side Letter shall become effective the first full pay period following signature of this Side Letter by both parties.

For the County of Riverside

For LIUNA, Local 777

in line of Brenda Dedrichs 10/17/18
Sarah M. Franco Date
Human Resources Division Manager
County of Riverside

SS-1 9/4/2018
Stephen Switzer Date
LIUNA