

Side Letter Agreement
City of Santa Cruz and
City of Santa Cruz Service Employees, S.E.I.U., Local 521

Pursuant to the provisions of the Meyers-Milias-Brown Act ("MMBA"), this Side Letter of Agreement (the "Side Letter Agreement") is entered into on March 1, 2020, between the City of Santa Cruz (the "City") and the City of Santa Cruz Service Employees, Service Employees International Union, S.E.I.U., Local 521 (the "Union") as an amendment to the Memorandum of Understanding effective March 23, 2019 through April 15, 2022 ("MOU").

It is understood and agreed that the specific provisions contained in this Side Letter Agreement shall supersede any previous agreements, whether oral or written, regarding the matters contained herein. Except as provided herein, all wages, hours and other terms and conditions of employment presently enjoyed by the Union in the MOU shall remain in full force and effect.


The City and the Union have met and conferred in good faith in accordance with the MMBA, concerning the terms and conditions of this Side Letter Agreement and agree to the following effective March 1, 2020:


9.06 Lunch Period

All full-time employees shall be entitled to and expected to take an uninterrupted, unpaid lunch period of a minimum of thirty (30) minutes at or about the mid-point of their workday. ~~with the exception of the~~ Wastewater Plant Operators, Water Plant Operators, and Rangers and Senior Rangers assigned to the Police Department are exempt from this requirement and entitled to a paid thirty (30) minute lunch period. Rangers and Senior Rangers assigned to the Water Recreation Facility are exempt from this requirement and entitled to a paid thirty (30) minute lunch period when the facility is open to the public who are entitled to a paid thirty (30) minute lunch period. Supervisors may occasionally approve flexible scheduling of lunch periods for individual employees. Regular schedules that do not provide the required lunch period at or about the mid-point of the workday will not be allowed.

City of Santa Cruz Service Employees,
S.E.I.U. Local 521

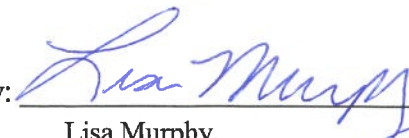
Date: 3/9/2020


By: 
Veronica Rodriguez,
Internal Organizer

By: 
Ryan Wall,
Senior Ranger, Water Recreation Facility

City of Santa Cruz

Date: 3/9/2020

By: 
Lisa Murphy,
Human Resources Director

By: 
Joe McMullen,
Principal Human Resources Analyst