

Side Letter Agreement
City of Santa Cruz and
City of Santa Cruz Supervisory Employees, Operating Engineers Local Union #3

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 Supervisory Employees, Operating Engineers Local Union #3 (“OE3,” the “Union”) as an amendment to the Memorandum of Understanding effective August 24, 2019 through August 19, 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:

12.03 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 Chief Ranger assigned to the Water Recreation Facility when open to the public. 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 Supervisory Employees,
Operating Engineers Local Union #3

City of Santa Cruz

Date: 3/3/20

Date: 3/3/2020

By: Michael Moore
Michael Moore,
OE3 Representative

By: Lisa Murphy
Lisa Murphy,
Human Resources Director

By: Ezekiel Bean
Ezekiel Bean,
City of Santa Cruz Supervisory
Unit President

By: Joe McMullen
Joe McMullen,
Principal Human Resources Analyst