



County of Solano
&
IUOE – Stationary Engineers, Local 39
2022 Contract Negotiations
9/26/22

Union Counterproposal to County Proposal received 8/8/22, then amended 9/19/22

Local 39 reserves the right to alter, amend, modify, add to or subtract from the foregoing proposals as may be required during the course of negotiations.

SIDE LETTER OF AGREEMENT TO THE MEMORANDUM OF UNDERSTANDING BETWEEN THE COUNTY OF SOLANO AND THE INTERNATIONAL UNION OF OPERATING ENGINEERS, LOCAL 39

Regarding Lump Sum Payment for Early Settlement

This will confirm an understanding reached between the County of Solano (hereinafter referred to as the “County”) and the International Union of Operating Engineers, Local 39 (hereinafter referred to as the “Union”), representing Unit 10. Collectively, County and Union are hereinafter referred to as “the parties.”

To encourage the early settlement of the successor collective bargaining agreement, ~~upon the County's receipt of the signed, ratified Memorandum of Understanding,~~ employees as of ~~September 4~~October 21, 2022 shall receive the following lump sum payment by the last pay day in November 2022:

- If the Union ~~returns the signed,~~provides notice to the Director of Human Resources that the Unit 10 membership ratified ~~the successor~~ Memorandum of Understanding ~~to the Director of Human Resources~~ on or before ~~September 16~~October 21, 2022, then employees shall receive a lump sum payment of one thousand dollars (\$1000).
- ~~If the Union returns the signed, ratified Memorandum of Understanding to the Director of Human Resources after September 16~~October 21, 2022, but on or before ~~September 30~~October 7, 2022, then employees shall receive a lump sum payment of six hundred dollars (\$600).
- ~~If the Union returns the signed, ratified Memorandum of Understanding to the Director of Human Resources after September 30~~October 7, 2022, but on or before ~~October 21~~, 2022, then employees shall receive a lump sum payment of three hundred dollars (\$300).
- If the Union ~~returns the signed,~~provides notice to the Director of Human Resources that the Unit 10 membership ratified ~~the successor~~ Memorandum of Understanding ~~to the Director of Human Resources~~ after October 21, 2022 then there shall be no supplemental payment to employees under this Side Letter Agreement.
- The parties intend that the lump sum payment is not subject to CalPERS reporting of benefits.
- A part-time employee shall receive a pro-rata amount based on the employee's full-time equivalence.