

Side Letter Agreement
Between
County of Monterey and SEIU Local 521, Unit F
Regarding Shift Differential

The County of Monterey and SEIU Local 521, Unit F, having met and conferred on the issue of Shift Differential, agree to the modification of Unit F Memorandum of Understanding to modify the provision of Shift Differential as follows:

SECTION 11 SPECIAL PAY PRACTICES

11.1 Shift Differential

~~A shift differential of one dollar and fifty-five cents (\$1.55) per hour shall be paid to all represented employees who, as part of their regular shift, work at least four (4) hours after 7:00 a.m. and whose shift starts after 12:31 p.m.~~

A. Employees in all other bargaining unit classes who are assigned to and work eight (8) hours or more between 2:31 p.m. and 7:59 a.m. shall be eligible for shift differential pay.

An employee who is called back to work a partial shift for an employee who is regularly assigned to a shift which is eligible for shift differential pay shall be eligible for shift differential pay for hours worked between five (5) p.m. and eight (8) a.m.

An eligible employee shall be paid ninety-five cents (\$0.95) per hour for actual hours worked within the window period established for shift differential for his/her class.

An employee interested in a change of shift assignment may file a written request for said change with the department. When making shift assignments, management's primary considerations shall be employee written requests and length of service with the department. If management determines that special skills and/or experience are required, said needs will be made known to the employees in the affected classes within the department and these shifts will be assigned based on the request(s) and/or length of service of those employees who meet the special skill and/or experience requirement.

Determination of need and assessment of special skill will be at the sole discretion of the department.

B. For employees at NMC in the classifications listed below

A shift differential of one dollar and fifty cents (\$1.50) per hour shall be paid to all represented employees who, as part of their regular shift, work at least four (4) hours after 3:00 p.m. and whose shift starts after 12:31 p.m. With the exception of a consecutive twelve (12) hour shift that starts at 11:00 a.m.

A shift differential of three dollars (\$3.00) per hour shall be paid to employees who, as a part of their regular shift, work at least four (4) hours after 11:00 p.m. and before 7:00 a.m.

Supervising Nurse I/II
Supervising Public Health Nurse
Supervising Public Health Nutritionist
Dietician
Environmental Health Specialist IV
Supervising Clinic Nurse
Supervising Clinical Lab Scientist
Supervising Radiology Technician

This agreement is subject to the final approval by the Monterey County Board of Supervisors and SEIU governing board. This agreement shall be effective July 1, 2011 through June 30, 2013.

The terms described herein constitute the complete and entire agreement between the parties.

s/Brette Neal	4/20/12
County of Monterey	Date
s/Joel Hill	4/20/12
SEIU Local 521	Date
s/Jay Donato	4/20/12
SEIU Local 521	Date