

SIDE LETTER OF AGREEMENT

To the Memorandum of Understanding Between the City of South San Francisco and AFSCME Local 829

BUILDING MAINTENANCE CUSTODIAN SCHEDULES

This letter shall supplement the Memorandum of Understanding (“MOU”) by and between the City of South San Francisco (“City”) and the American Federation of State, County and Municipal Employees local 829 (“AFSCME”), collectively referred to as “the parties.”

In accordance with Article 6, *Hours of Work and Work Schedules*, Section 6.10, *Schedule Changes*, of the MOU, and the Letter of Agreement to extend the MOU to June 30, 2025, the parties have met and conferred regarding the appropriate schedule for Custodians. The parties have agreed to the following:

1. The City will implement a rotation of night shift custodians to include all night shift custodians working weekends, effective January 3, 2025. Night shift custodians shall rotate on and off weekend work in three-month intervals, and rotation shall be in seniority order by classification.
2. Day shift Building Maintenance Custodians will retain the current practice of split days off with one day off being a weekend day and the other day off being a weekday. The senior day shift Senior Building Maintenance Custodian shall retain the schedule of Friday and Saturday off. The other Senior Building Maintenance Custodians shall retain the schedules of Sunday-Monday off, or Saturday-Sunday off. The day shift schedule will not rotate.
3. To ensure appropriate training time, newly hired custodians shall not be placed on a weekend shift until they have worked for at least six months. In the event of a vacancy, the City may shift the order of rotation (for night shift) or reassign a day shift schedule to ensure weekend coverage. Any schedule changes shall be consistent with Article 6.10 of the MOU.

This letter of agreement shall remain in place for the term of the MOU, unless modified by written mutual agreement. This agreement is effective upon signature by the parties below.

SO AGREED:

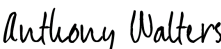
For AFSCME Local 829

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Josue Gonzalez, Chief Steward

December 6, 2024 | 6:43:54 AM PST
Date _____

Signed by:

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Anthony Walters, Union Representative

December 6, 2024 | 9:25:13 AM PST
Date _____

For the City of South San Francisco

Signed by:

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Leah Lockhart, Director of Human
Resources

December 5, 2024 | 4:59:14 PM PST
Date _____