

LETTER OF UNDERSTANDING  
between the  
INTERNATIONAL BROTHERHOOD of ELECTRICAL WORKERS, Local 47  
and the  
CITY OF ANAHEIM

The International Brotherhood of Electrical Workers, Local 47 (UNION), and the City of Anaheim (ANAHEIM) have met and conferred, and reached an agreement to modify certain terms and conditions of the memorandum of Understanding between the Parties dated July 28, 2005 through January 7, 2010.

1. Effective the first day of the pay period following City Council approval of this Letter of Understanding, Article 48 - SHIFT DIFFERENTIAL shall be amended to read:

**ARTICLE 48**  
**SHIFT DIFFERENTIAL**

- 48.1 All work periods, regularly scheduled to begin at noon or later, but before 3:00 p.m.; will receive a shift differential of ~~\$1.25~~\$1.60 per hour. Effective January 9, 2009 such shifts will receive a shift differential of \$1.75 per hour.
- 48.2 All work periods regularly scheduled to begin at 3:00 p.m. or later, but before 3:00 a.m., will receive a shift differential of ~~\$1.75~~\$2.10 per hour. Effective January 9, 2009 such shifts will receive a shift differential of \$2.25 per hour.
- 48.3 When a shift premium is applicable to time worked at the overtime rate of pay, the overtime rate shall be applied to the applicable shift premium.
- 48.4 When an employee is required to work continuously without a break beyond the end of his/her night shift, the overtime rate shall be applied to the applicable shift premium.
- 48.5 Shift premium shall be payable only for hours actually worked and shall not be paid for non-work time, such as vacations, holidays, sick leave, etc.

2. Section 52.2 of Article 52 - MEALS shall be amended to read:

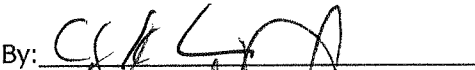
52.2 Effective the first pay period following approval of this Memorandum of Understanding by the City Council, meal compensation shall consist of \$15.00 plus one-half (1/2) hour overtime pay. Effective January 11, 2008 meal compensation shall consist of \$16.00 plus one-half (1/2) hour of overtime pay.

52.2.1 Payment for meal allowance(s) shall be by check paid each payday for all meals earned during the previous pay period.

52.2.2 Meal compensation will not count as hours worked.

**STAFF OFFICIALS of the CITY OF ANAHEIM,  
a Municipal Corporation**

**INTERNATIONAL BROTHERHOOD of  
ELECTRICAL WORKERS. Local 47**

By: 

By: \_\_\_\_\_

By: 

By: 

By: \_\_\_\_\_

By: \_\_\_\_\_

Dated: 8/2/07

Dated: 8-2-07