

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, (IBEW), and the City of Anaheim (ANAHEIM) after meeting and conferring, have reached an understanding regarding holidays for employees who work in Maintenance Services and who are assigned by management to work a Nine Plan alternate work schedule. The PARTIES have reached an understanding as follows:

1. Effective the first holiday following City Council approval of this Letter of Understanding, for employees who work in Maintenance Services who are assigned by management to work the Nine Plan alternate schedule:
 - If the holiday falls on an employee's nine hour work day, the employee will receive only 8 hours of holiday pay.
 - The employee shall be required to submit a request for one hour of vacation to be charged to that day, unless, at management's discretion, the employee requests in advance and receives written authorization to make-up that hour. Employees will make up the hour by working one hour in addition to their regular work shift on some other day **during the same work period**. IBEW and ANAHEIM agree that such additional hour worked shall not be considered overtime and the employee shall be paid at his or her regular hourly rate of pay.
 - In the event an employee does not request to make-up the hour or is not authorized to make-up the hour the employee shall be charged one (1) hour of vacation. In the event an employee does not have sufficient vacation time to cover the hour, or in the event the employee is not eligible for vacation, the employee shall be charged one (1) hour of authorized leave without pay.
 2. This Agreement constitutes the entire Agreement between the PARTIES. No modification of this Agreement shall be valid unless in writing and signed by the PARTIES. Any representation, warranty, promise, or statement of information shall not bind the PARTIES unless it is specifically set forth in this Agreement.
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