

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

The International Brotherhood of Electrical Workers, Local 47 ("IBEW") and the City of Anaheim ("ANAHEIM"), herein referred to collectively as the "PARTIES" have met and conferred, and reached an agreement with regards to the wages, hours, and terms and conditions of employment for employees assigned by management to work an alternate work schedule, as follows:

1. IBEW and ANAHEIM agree that employees classified as Water Systems Operator may be assigned to an alternate work schedule. Such an alternate work schedule shall not reduce service to the public.
2. IBEW and ANAHEIM agree that the regular work schedule for certain employees classified as Water Systems Operators shall be a five (5) week schedule consisting of twenty four (24) – eight (8) hour shifts and four (4) – twelve (12) hour shifts. Such schedule shall be designed and implemented by management.
3. Employees who perform authorized work in excess of the regular work day or regular workweek as defined in this Letter of Understanding and who are otherwise eligible for overtime pay shall be compensated for such work at the hourly rates provided in Article 42 ("Overtime") of the Memorandum of Understanding ("MOU") or other applicable articles of the MOU. Specifically, an employee assigned with a regularly scheduled twelve (12) hour shift will be eligible for overtime after twelve (12) hours of regularly scheduled work on such day.
4. Employees who do not work on the holiday or day observed in lieu of the holiday as set forth in Article 35 ("Holidays") of the MOU shall be required to submit a vacation request for four (4) hours for each holiday not worked when such holiday or day observed in lieu of the holiday falls on the employee's regular scheduled twelve (12) hour shift.
5. Employees eligible for bereavement leave as set forth in Article 34.1 ("Bereavement Leave") of the MOU continue to be eligible for a maximum of three (3) work shifts (twenty-four (24) working hours) of bereavement leave with pay in the event of death of a member of the immediate family. An employee shall be required to submit a vacation request for four (4) hours of vacation for each regularly scheduled twelve (12) hour shift that they are on such bereavement leave.
  - a. Employees eligible for bereavement leave as set forth in Article 34.1.1 ("Bereavement Leave") of the MOU continue to be eligible for a maximum of one (1) work shift (eight (8) working hours) of bereavement leave with pay in the event of death of other family members of the employee. An employee shall be required to submit a vacation request for four (4) hours of vacation for each regularly scheduled twelve (12) hour shift that they

