

**SIDE LETTER OF AGREEMENT**

**BETWEEN**

**THE IRVINE RANCH WATER DISTRICT**

**AND**

**THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL #47**

**TERM OF THE AGREEMENT: JULY 1, 2023, through JUNE 30, 2026**

The Irvine Ranch Water District ("IRWD or "District") and the International Brotherhood of Electrical Workers ("IBEW" AFL-CIO) Local #47, General Unit employees, hereby enter into this Agreement to amend the existing Education and Training Assistance language in section XX of the Memorandum of Understanding (MOU), between the parties, which states:

**XX. EDUCATION AND TRAINING ASSISTANCE**

**C. Certificates of Competence Incentive Program.** General Unit employees who obtain a job-related Certificate of Competence which exceeds their minimum job requirements are eligible to receive a \$750 incentive payment for each Certificate received in accordance with District Policy.

The parties agree to amend the language in section XX as follows:

**XX. EDUCATION AND TRAINING ASSISTANCE**

**C. Certificates of Competence Incentive Program.** General Unit employees who obtain a job-related Certificate of Competence which exceeds their minimum job requirements are eligible to receive a \$750 incentive payment for each Certificate received in accordance with District Policy.

General Unit Employees working in Departments 430 (Construction Services), 550 (MWRP Operations), 590 (LAWRP), and 840 (Mechanical Services) who are currently certified or become certified by the National Commission for the Certification of Crane Operators (NCCCO) as Mobile Crane Operators during the term of the existing MOU are eligible to receive a one-time \$750 incentive payment.

This side letter shall sunset on June 30, 2026, and the current MOU language will be reinstated unless the parties mutually agree that it will continue beyond the sunset date. Employees must maintain their NCCCO Mobile Crane Operator certification in good standing. Employees with an NCCCO Mobile Crane Operator certification will be eligible for the one-time incentive payment beginning the pay period starting on October 26, 2024. Eligible employees must submit a copy of their certificate to the Human Resources Department. The incentive payment, less applicable taxes, will be made payable to the employee. The amount of the incentive and the tax deducted will be included on the W-2 form issued to the employee.

Crane Certification Incentive Side Letter, General Unit  
July 1, 2023, through June 30, 2026

**FOR THE IRVINE RANCH WATER DISTRICT:**

  
\_\_\_\_\_  
Paul Cook, General Manager

5 NOV 2024  
\_\_\_\_\_  
Date

**FOR THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL #47:**

  
\_\_\_\_\_  
Colin Lavin, Business Manager

10-24-24  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Dick Reed, Assistant Business Manager

10/29/24  
\_\_\_\_\_  
Date