

**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 Commercial Driver's License Incentive language in section XXII of the Memorandum of Understanding (MOU), between the parties, which states:

**XXII. COMMERCIAL DRIVER'S LICENSE INCENTIVE**

**A.** General Unit employees who are required to maintain a commercial driver's license for the performance of their assigned job duties will receive an annual Commercial Driver's License Incentive of \$200, to be paid on a per-pay period basis of \$7.70.

**B.** General Unit employees in non-commercial driver's license required job classifications will receive the annual Commercial Driver's License Incentive described in section A above if the employee maintains their Commercial Driver's License in good standing and it is determined by the District that such licensure in the specific job class is beneficial to the District service.

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

**XXII. COMMERCIAL DRIVER'S LICENSE INCENTIVE**

**A.** General Unit employees who are required to maintain a commercial driver's license for the performance of their assigned job duties will receive an annual Commercial Driver's License Incentive of \$1,000 per year, to be paid on a per-pay period basis of \$38.46.

**B.** General Unit employees in non-commercial driver's license required job classifications will receive an annual Commercial Driver's License Incentive of \$750 per year, to be paid on a per pay period basis of \$28.85 if the employee maintains their Commercial Driver's License in good standing and the District determines that such licensure in the specific job class is beneficial to the District service. This determination is at the sole discretion of the District and is not subject to the grievance process.

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. The Commercial Driver's License Incentive increase will be paid prospectively, beginning the pay period starting on October 26, 2024.

**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