

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, Non-Exempt Supervisor Unit Employees, hereby enter into this Agreement to amend the existing Shift Differential language in section XII of the Memorandum of Understanding (MOU), between the parties, which states:

XII. WORK SCHEDULES AND REST PERIODS

C. **Shift Differential.** Employees who are regularly scheduled to work the night shift between the hours of 6:00 p.m. and 6:30 a.m., will be paid \$3.00 per hour for actual hours worked between the above stated times. FLSA non-productive paid hours (i.e., sick time, vacation, and personal holiday) are not subject to Shift Differential pay.

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

XII. WORK SCHEDULES AND REST PERIODS

C. **Shift Differential.** Employees in Departments 550 (MWRP Operations) and 590 (LAWRP) who are assigned to work in the Biosolids facility and work the night shift between the hours of 6:00 p.m. and 6:30 a.m. will be paid \$3.00 per hour for actual hours worked between the above-stated times. "Assigned" means regular or temporary shift assignments as needed for coverage. FLSA non-productive paid hours (i.e., sick time, vacation, and personal holiday) are not subject to Shift Differential pay.

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 shift differential 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

10/25/24

Date