

SIDE LETTER OF AGREEMENT BETWEEN
CITY OF SANTA MONICA &
CALIFORNIA TEAMSTERS LOCAL 911 (IBT)

The City and IBT hereby agree to the following provisions as part of a side letter agreement to establish a Joint Labor-Management (JLM) committee for the Resource Recovery & Recycling (RRR) Division of the Public Works Department. The committee will serve as the forum for the discussion of issues and concerns identified by Committee members which have risen from within RRR.

The JLM committee, to be chaired by the Director of Public Works (or their designee), will be comprised of three (3) bargaining unit members (an Equipment Operator, a Maintenance Worker, and a Motor Sweeper Operator), two (2) shop stewards, the RRR Manager, the RRR Administrator, the RRR Superintendent, (2) RRR Supervisors and a Human Resources representative. Guest attendees may be invited as deemed appropriate by the committee and approved in advance by the Chair. Attendance at committee meetings will be on City-paid time. The committee will meet on a monthly basis, on the 4th Wednesday of each month. The City will provide an agenda to be posted at RRR, on the Monday prior to the meeting. The JLM committee will be evaluated during the last meeting of the year and will culminate in February 2017.

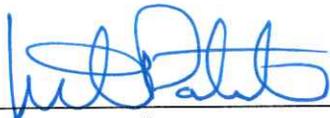
The committee will develop a statement which clearly defines their purpose and develop a prioritized list of operational issues to be discussed. The committee is advisory in nature and may present recommendations to the Public Works Director. Meetings should be used as a forum for discussing issues and concerns that have been agenzized in advance.



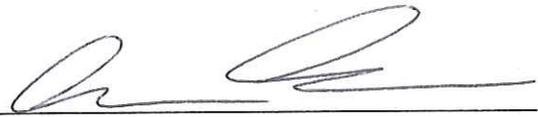
Donna C. Peter
Human Resources Director
CITY OF SANTA MONICA



Carlos Rubio
Business Representative
TEAMSTERS LOCAL 911



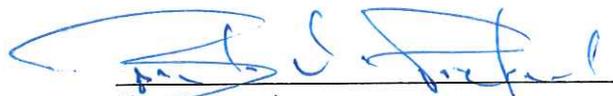
Martin Pastucha
Public Works Director
CITY OF SANTA MONICA



Shop Steward
TEAMSTERS LOCAL 911

Date:

4/21/2016



Shop Steward
TEAMSTERS LOCAL 911