

**SIDE LETTER AGREEMENT BETWEEN THE SAN MATEO COUNTY HARBOR
DISTRICT AND OPERATING ENGINEERS LOCAL UNION NO.3 REGARDING
RE: SHIFT LENGTH AT PILLAR POINT HARBOR**

THIS SIDE LETTER AGREEMENT TO MEMORANDUM OF UNDERSTANDING is made and entered into this 16th day of November, 2022 by and between the SAN MATEO COUNTY HARBOR DISTRICT, a political subdivision of the State of California, hereafter referred to as "District", and OPERATING ENGINEERS LOCAL UNION NO. 3.

RECITALS

WHEREAS, on November 16th, 2022 the District adopted changes to the 2018-2023 Memorandum of Understanding (MOU) between the District and the Operating Engineers Local Union No. 3 to allow for flexibility of shift scheduling based on a twelve (12) hours shift model;

NOW THEREFORE, MOU Section 3.1, in the third sentence, "Overtime" will be edited to read "Overtime shall be defined as all time worked by an Employee in excess of 12 hours on an employee's regularly scheduled workday, or forty (40) hours in an Employee's workweek.

MOU Section 4.6 Overtime will be edited to read "Overtime shall be payable for all hours worked in excess of the employee's regularly scheduled workday or in excess of forty (40) hours in the Employee's work week.

Overtime shall be compensated at the rate of one and one-half times the Employee's regular straight-time rate of pay. Changes in a regularly scheduled work week shall not in itself cause or incur overtime.

NOW THEREFORE, a regularly scheduled workday can be up to twelve (12) hours in length.

Overtime shall be payable for all hours worked in excess of the employee's regularly scheduled workday or in excess of forty (40) hours in the Employee's work week

Signatures on the following page:

SIDE LETTER AGREEMENT BETWEEN THE SAN MATEO COUNTY HARBOR DISTRICT AND OPERATING ENGINEERS LOCAL UNION NO.3 REGARDING RE: SHIFT LENGTH AT PILLAR POINT HARBOR

IN WITNESS WHEREOF, the parties hereto have executed this Side letter Agreement the day and year first hereinabove written.

OPERATING ENGINEERS LOCAL UNION NO 3

Date: Nov 18, 2022

Signature: *Michael Moore*
[Michael Moore \(Nov 18, 2022 11:53 PST\)](#)
Michael Moore, OE3 Representative

SAN MATEO COUNTY HARBOR DISTRICT

Date: Nov 18, 2022

Signature: *Kathryn Schoenrock-Rossiter*
[Kathryn Schoenrock-Rossiter \(Nov 18, 2022 17:15 PST\)](#)
Kathryn Schoenrock-Rossiter

Date: Nov 21, 2022

Signature: *James B. Pruett*
James Pruett, General Manger












OE3 Side Letter Shift Length SMCHD


Final Audit Report

2022-11-21


Created:	2022-11-18
By:	Melanie Hadden (mhadden@smharbor.com)
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"OE3 Side Letter Shift Length SMCHD" History

-  Document created by Melanie Hadden (mhadden@smharbor.com)
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-  Document emailed to mmoore@oe3.org for signature
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-  Email viewed by mmoore@oe3.org
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-  Signer mmoore@oe3.org entered name at signing as Michael Moore
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-  Document e-signed by Michael Moore (mmoore@oe3.org)
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-  Signer krossiter@smharbor.com entered name at signing as Kathryn Schoenrock-Rossiter
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 Agreement completed.

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