

LETTER OF UNDERSTANDING

Between Monterey Regional Waste Management District and

Operating Engineers, Local No. 3

Operations Unit

To Amend Longevity Pay

The Monterey Regional Waste Management District (hereinafter the District) and the Operating Engineers, Local 3, Support Unit hereby amend Memorandum of Understanding dated July 1, 2011, Section XIII, Wages, I. and October 17, 2014, Section XIII, Wages, G. to read as follows:

SECTION XIII. WAGES

Regular, full-time employees of the District hired before June 30, 2019, shall be eligible for Longevity Pay as follows:

A longevity adjustment of 2.5% of base hourly rate shall be provided to employees with more than ten (10) years of continuous, full-time employment with the District.

A longevity adjustment of 5.0% of base hourly rate shall be provided to employees with more than fifteen (15) years of continuous, full-time employment with the District.

MRWMD:


Timothy S. Flanagan, General Manager

Date:

1/23/19

Operating Engineers Local 3:


Michael Moore, Business Representative

Date:

1-22-19

LETTER OF UNDERSTANDING

Between Monterey Regional Waste Management District and

Operating Engineers, Local No. 3

Laborer and Sales Clerk Unit

To Amend Longevity Pay

The Monterey Regional Waste Management District (hereinafter the District) and the Operating Engineers, Local 3, Laborer and Sales Clerk Unit hereby amend Memorandum of Understanding dated July 1, 2011, Section XIII, Wages, I. and October 17, 2014, Section XIII, Wages, G. to read as follows:

SECTION XIII. WAGES

Regular, full-time employees of the District hired before June 30, 2019, shall be eligible for Longevity Pay as follows:

A longevity adjustment of 2.5% of base hourly rate shall be provided to employees with more than ten (10) years of continuous, full-time employment with the District.

A longevity adjustment of 5.0% of base hourly rate shall be provided to employees with more than fifteen (15) years of continuous, full-time employment with the District.

MRWMD:



Timothy S. Flanagan, General Manager

Date:

1/23/19

Operating Engineers Local 3:



Michael Moore, Business Representative

Date:

1-22-19

LETTER OF UNDERSTANDING

Between Monterey Regional Waste Management District and

Operating Engineers, Local No. 3

Support Personnel Unit

To Amend Longevity Pay

The Monterey Regional Waste Management District (hereinafter the District) and the Operating Engineers, Local 3, Support Personnel Unit hereby amend Memorandum of Understanding dated July 1, 2011, Section XIII, Wages, I. and October 17, 2014, Section XIII, Wages, D. to read as follows:

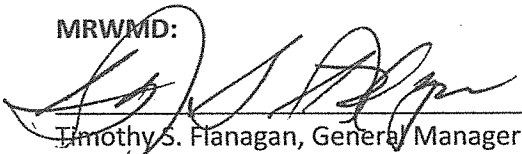
SECTION XIII. WAGES

Regular, full-time employees of the District hired before June 30, 2019, shall be eligible for Longevity Pay as follows:

A longevity adjustment of 2.5% of base hourly rate shall be provided to employees with more than ten (10) years of continuous, full-time employment with the District.

A longevity adjustment of 5.0% of base hourly rate shall be provided to employees with more than fifteen (15) years of continuous, full-time employment with the District.

MRWMD:


Timothy S. Flanagan, General Manager

Date:

1/23/19

Operating Engineers Local 3:


Michael Moore, Business Representative

Date:

1-22-19

LETTER OF UNDERSTANDING

Between Monterey Regional Waste Management District and

Management Unit

To Amend Longevity Pay

The Monterey Regional Waste Management District (hereinafter the District) and the Management Unit hereby amend Memorandum of Understanding dated July 1, 2011, Section II, Salaries, G. and October 17, 2014, Section I, Salaries, Longevity Adjustment to read as follows:

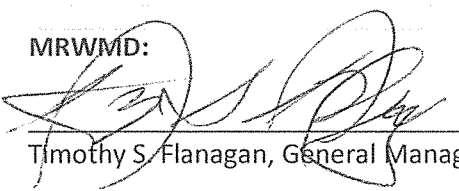
SECTION XIII. WAGES

Regular, full-time employees of the District hired before June 30, 2019, shall be eligible for Longevity Pay as follows:

A longevity adjustment of 2.5% of base hourly rate shall be provided to employees with more than ten (10) years of continuous, full-time employment with the District.

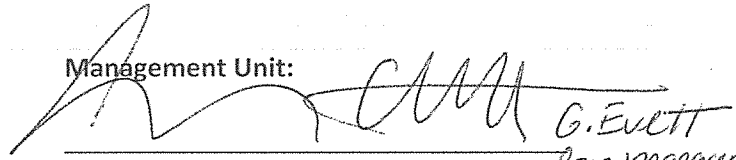
A longevity adjustment of 5.0% of base hourly rate shall be provided to employees with more than fifteen (15) years of continuous, full-time employment with the District.

MRWMD:


Timothy S. Flanagan, General Manager

Date: 1-28-19

Management Unit:


[Insert Name] *G. Evett*

Date: 1-23-2019

for management unit