

SIDE LETTER BY AND BETWEEN
THE ORANGE COUNTY SANITATION DISTRICT AND THE
INTERNATIONAL UNION OF OPERATING ENGINEERS – LOCAL 501

This Side Letter of Agreement (“Agreement” or “Side Letter”) is entered into by and between the Orange County Sanitation District (“OC San”) and the International Union of Operating Engineers Local 501 (“Local 501”) (collectively, the “Parties”) with respect to the following:

WHEREAS, Local 501 is the recognized employee organization of 193 non-exempt persons employed by OC San to perform skilled labor within the trades across the Operations & Maintenance Department and General Manager’s Office; and

WHEREAS, on July 1, 2025, the Parties concluded a good-faith bargaining process and entered into a Memorandum of Understanding (“MOU”) that set forth aspects of employment, including wages, hours of work, and other terms and conditions; and

WHEREAS, among other changes, the MOU amended Article 19 - Standby Pay whereby it was increased from \$550 to \$600 per week, but the “Special Risk Standby” daily rate was not updated to reflect the agreed upon increase; and

WHEREAS, the “Special Risk Standby” pay provision compensates employees on a pro-rated basis for each day they are assigned to perform duties in support of high-risk events; and

WHEREAS, the Parties desire to enter into this Agreement to provide clarification to provisions of the MOU in order to fully reflect the agreed upon terms.

NOW, THEREFORE, the Parties do hereby agree as follows:

1. Subsection 19.5 of Article 19 (“Standby Pay”) of the MOU is hereby amended as follows, with additions in underline and deletions in ~~striketrough~~:

19.5. Special Risk Standby: In the event of a “special risk,” (e.g., based on seismic, weather, high-flow, and/or high impact events), the Director of Operations & Maintenance or his/her designee may designate specific additional classifications to be on “Special Risk” standby. Employees on Special Risk standby will be compensated on a pro-rated, daily basis, ~~\$78.57~~ \$85.71 for each day on Special Risk standby. All other terms and conditions of the MOU between OC San and the Union not specifically modified by this Side Letter shall remain unaffected and in full force and effect.

APPROVAL:

Rob Thompson, General Manager – OC San

Date

Reisee Salamero, Business Agent – Local 501

Date