



May 21, 2024

Mr. Darren Semore  
Business Representative  
OPERATING ENGINEERS LOCAL UNION NO. 3  
1916 North Broadway  
Stockton, CA 95205

Re: Side Letter Agreement – 4/10 Shift

Dear Mr. Semore:

This Side Letter Agreement confirms the agreement of a temporary four ten (4/10) hour shift between Operating Engineers Local No. 3 ("Union") and the Oakdale Irrigation District ("OID").

Facts:

1. Employees in the C&M Department approached the Department Manager and General Manager, inquiring about working 4/10 shifts for the 2024 season.
2. Management discussed this with the General Manager and agreed to a temporary 4/10 schedule.

Union and OID have agreed as follows:

1. Beginning June 3, 2024, Union members in the C&M, Pest, Fleet and Warehouse Departments may begin working a four ten (4/10) schedule if such change does not affect operations or services in the work unit. The work hours will start at 6:00 a.m. and end at 4:30 p.m., Monday through Thursday.
2. The temporary schedule change will terminate at the end of the water season, to be determined later, or at the discretion of the General Manager. OID will contact Union representatives prior to the termination of the schedule.
3. Overtime is paid for any work in excess of the regularly scheduled hours in any workday or beyond forty (40) hours per week. Sick leave, vacation leave, compensatory time off, appointment time, holiday, floating holiday, and dock time will not count toward time worked.
4. Time off for a ten-hour shift will require the use of ten (10) hours of accruals.

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The parties' signatures below are an acceptance of the terms upon which the agreement will be implemented.

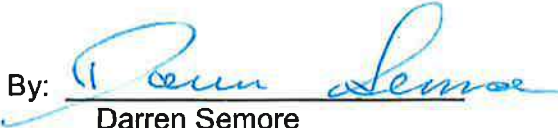
DATED: May 21, 2024

OAKDALE IRRIGATION DISTRICT

By:   
Scot A. Moody, CSDM  
General Manager

DATED: 5-28-2024

OPERATING ENGINEERS LOCAL  
NO. 3

By:   
Darren Semore  
Business Representative