

Operating Engineers, Local 3



NEGOTIATIONS 2022

Correspondence

TENTATIVE SIDE LETTER AGREEMENT BETWEEN THE CITY OF CUPERTINO AND OPERATING ENGINEERS, LOCAL 3 RE: COVID-19 EMPLOYEE RECOGNITION COMPENSATION

DATE: July 18, 2022 TIME: AM / PM

In recognition of employees' contributions throughout the COVID-19 pandemic, the City will pay all bargaining unit members, employed with the City on date of payment, a one-time, non-pensionable lump sum off-salary schedule payment of \$3,800, which shall be subject to all applicable payroll tax and withholding. The parties agree that this one-time payment shall not be PERSable (i.e. counted towards base salary or final compensation for CalPERS retirement calculation).

Unless otherwise stated, the provisions of this Side Letter Agreement supersede any inconsistent or conflicting provisions of the parties' Memorandum of Understanding, effective July 1, 2022 – June 30, 2025 ("MOU"). All other provisions of the parties' MOU shall otherwise remain in full force and effect.

This side letter shall automatically sunset upon the expiration of the 2022 – 2025 MOU.

Tentatively agreed to on this 18th day of July, 2022, by the parties' authorized representatives, subject to OE3 membership ratification and City Council's approval.

For the City

For the Union

DocuSigned by:
Kristina Alfaro 8/2/2022
6D894B135CF0453...

Kristina Alfaro Date
Director of Administrative Services

DocuSigned by:
Michael Moore 8/2/2022
38507A3FBBAE474...

Michael Moore Date
Business Representative

Operating Engineers, Local 3



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DocuSigned by:
Vanessa Guerra 8/2/2022
429A45E4932348A...
Vanessa Guerra Date
Human Resources Manager

DocuSigned by:
Kevin Greene 8/3/2022
5D23F61193DA1472...
Kevin Greene Date

DocuSigned by:
Christopher Boucher 8/2/2022
5514A803211841A...
Christopher Boucher Date
Labor & Employment Counsel