

SIDE LETTER AGREEMENT
BETWEEN
AFSCME LOCAL 829 MAINTENANCE UNIT
AND
THE CITY OF BURLINGAME

Representatives for the City of Burlingame and representatives for American Federation of State, County and Municipal Employees (AFSCME) Local 829 Maintenance Unit have met and agree to modify the Memoranda of Understanding between the parties, which expires on June 30, 2022, for the following specific situation only:

9.4 Callback and After Hours Telephone Pay

Callback

An employee recalled to work outside of and not continuous with regularly scheduled hours shall be paid a minimum of two (2) hours at the rate of one and one-half (1½) times the employee's regular straight-time rate of pay. An employee shall be considered on the job from the time he/she leaves home until returning to his/her home. The minimum of two (2) hours shall apply to the first call back and to any subsequent call back after two (2) hours has expired from the original call. For purposes of this Section 9.4, an employee shall be on call back status if a request for work is made five (5) minutes or more after his/her regularly scheduled hours.

After Hours Telephone Pay

When a Public Work Corporation Yard employee who is considered non-exempt for the purposes of the Fair Labor Standards Act (FLSA) has completed his/her normal shift for the day, is on a regular day(s) off, or on paid leave and is called by the employee's supervisor, department head, or designee, such employee shall receive compensation as follows:

1. An employee who is contacted to conduct City business, after a normal shift (3:30 or 4 pm) up to 10 pm will be paid one (1) hour at the rate of one and one-half (1½) times the employee's regular straight-time rate of pay.
2. An employee who is contacted to conduct City business, after 10 pm until the start of a normal shift (6:30 or 7:00 am) will received two (2) hours at the rate of one and one-half (1½) times the employee's regular straight-time rate of pay.

More than one telephone call may be taken with the one hour time period without incurring additional compensation. If the employee is recalled after the initial hour period, a new hour minimum will begin. This provision does not apply to calls involving staffing availability.

Approved and Accepted:

For AFSCME Local 829 Maintenance

Rich Stone

Date: 10-2-19

For the City of Burlingame

[Signature]

Date: 10-2-19