

**SIDE LETTER of AGREEMENT**  
**Between**  
**Valley Water**  
**And**  
**AFSCME Local 101, AFL-CIO, Employees Association**  
**Regarding**  
**Uniforms**

Following meeting and conferring in good faith and in accordance with the provisions of State law and Santa Clara Valley Water District (Valley Water) regulations, this agreement between Valley Water and AFSCME Local 101, AFL-CIO, Employees Association (Union), represents final understanding and agreement on the following, effective immediately.

The Union and Valley Water agree that Valley Water will provide a uniform allowance of \$300.00 per fiscal year, in accordance with Valley Water's Warehouse Material Request Instructions Including Uniforms work instruction document W-741023. Classifications eligible for this allowance are listed below. It is understood that receipt of a uniform allowance requires that the employee must wear the uniform at all times when they are in the field, including a shirt that identifies Valley Water. The maximum allowable dollar amount for an individual part of work pants shall be \$65.00.

**Authorized Union Representative:**



Chris Pilson  
President  
Employees Association  
AFSCME Local 101, AFL-CIO

**Date:** 01.15.20



Brian Dane  
Business Agent  
AFSCME Local 101, AFL-CIO

**Date:** 1/15/20

**Authorized District Representative:**



Michael Baratz  
Labor Relations Officer  
Valley Water

**Date:** 1/15/2020

