


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 as listed in the Memorandum of Understanding between Valley Water and the Union, 2018 – 2021 with the additional classifications of Maintenance Liaison and Operations Liaison included. 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: 10-26-20

John Tucker
Business Agent
AFSCME Local 101, AFL-CIO

Date: 10/27/20**Authorized District Representative:**

Laura Harbert
Acting Labor Relations Officer
Valley Water

Date: 10/27/20