

SIDE LETTER TO THE

2012 – 2016

MEMORANDUM OF UNDERSTANDING

BETWEEN

SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 721

AND

THE COUNTY OF RIVERSIDE

The parties agree to amend Article 4, Workweek, Overtime and Premium Pay by adding the following language (in red bold below) to Section 3 – Premium Pay, Subsection C (1) – Shift Differentials as follows:

- A. Applicability of Shift Differentials.** Shift differentials do not apply to vacation, sick leave, holiday pay, call or standby duty. The hourly rate for each shift differential is payable in tenths of an hour.
- B. Eligibility for Shift Differentials.** Employees who work day shift between the hours of 7:00 a.m. to 6:00 p.m. shall not be entitled to a shift differential.

Employees in the Sheriff's Department. Employees who are regularly scheduled to work a day shift between the hours of 7:00 a.m. and 6:00 p.m. shall receive:

- 1) Night shift differential for any hours actually worked until 7:30 a.m. if the employee begins work before 7:00 a.m.**
- 2) Evening shift differential for any hours actually worked after 6:00 p.m. *Exception:* In addition to the other provisions contained in this section, employees in the Sheriff Communications classifications shall receive evening shift differentials starting at 3:00 p.m. if they work any overtime after 6:00 p.m.**

These provisions shall also apply to all overtime worked on a regularly scheduled day off.

Classes not eligible for shift differentials. Employees in positions of all the following classes shall not be paid a night shift differential:

Physician I, II, III

Psychiatrist I, II, III

Psychiatrist IM, IIM, IIIM

SIDE LETTER to the 2012-2016 MOU – Article 4, Section 3, Subsection C (1)

The intent of this amendment is to clarify the application and eligibility parameters for the payment of shift differentials on overtime to SEIU represented employees in the Sheriff's Department only.

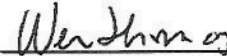
These provisions are effective as of May 2, 2013 (PP#11-2013).



Sarah Franco
County of Riverside

4/29/2013

Date



Wendy Thomas
SEIU Local 721

04/19/2013

Date