SIDE LETTER TO MEMORANDUM OF UNDERSTANDING

BETWEEN THE CITY OF SALINAS AND SEIU LOCAL 521

The City of Salinas (City) and the Blue Collar Unit of the Service Employees International Union, Local 521, (SEIU) recognize that new commercial drivers are subject to new training requirements set by the Federal Motor Carrier Safety Administration (FMCSA) and the California Department of Motor Vehicles (DMV). To meet these requirements, the City intends to assign qualified employees to train other employees to be commercial drivers. The City and SEIU have met and conferred and agree to a Training Premium (Special Assignment Pay) to compensate employees who are routinely and consistently assigned to train employees as new commercial drivers. The City and SEIU have reached the following understanding:

1. To be eligible to be selected as a trainer of new commercial drivers, the employee must:
    a. Be a regular City employee,
    b. Not be a probationary employee,
    c. Hold a Commercial Driver's License (CDL) of the same (or higher) class, and with all endorsements necessary, to operate the Commercial Motor Vehicle (CMV) for which training is to be provided, and
    d. Have at least two years of experience operating a CMV requiring a CDL of the same (or higher) class
2. Human Resources will conduct the selection process.
    a. Eligible commercial drivers will be invited to apply through an abbreviated application process.
    b. Employees will have 10 calendar days from the announcement to submit applications.
    c. Eligible drivers will be invited to interview/test.
    d. Up to four drivers will be selected and at minimum two must have a Class A CDL.
    e. A Commercial Driver Trainer eligibility list will be established and valid for one year.
    f. A decision against selection is not subject to grievance.
3. Each employee selected as a trainer will be required to:
    a. Commit to the assignment for two years.
    b. Rotate out of the assignment after two years, unless Human Resources extends the employee's assignment based on organizational need.
    c. Maintain the employee's CDL in good standing.
    d. Participate in the "Train the Trainer" program through J.J. Keller and Associates or another safety and compliance training program selected by the City (or be a registered FMSCA trainer).
    e. Be registered on the FMCSA trainer list, once trained.
    f. Provide required FMCSA/DMV commercial driver training to City employees as assigned.
    g. Complete required FMCSA/DMV reporting requirements.
4. The City may, in its discretion, remove the trainer assignment. Removal is not subject to grievance.

5. Each employee assigned as a trainer will receive a Training Premium, in the amount of 5% of the employee's base pay, for any approved hours worked in the assignment training new commercial driver trainees or while training on legal updates.

For the City:

Steven Carrigan — Date
City Manager

For SEIU:

9-1-22

Ulises Carrango — Date
SEIU Blue Collar Unit President

9-1-22

Miesha Brown — Date
SEIU Representative