



Hayward Area Recreation and Park District

Ossee Desmangles
SEIU Local 1021 Business Agent

November 30, 2017

Dear Mr. Desmangles,

This letter of understanding is a result of our meeting on November 29, 2017 to clarify three areas of the new Memorandum of Understanding between SEIU Local 1012 and Hayward Area Recreation and Park District for the period of July 1, 2018 through June 30, 2020.

1. Section 26.5 second paragraph to read in full as follows;
In addition to the Uniform allotment the District shall provide a boot reimbursement not to exceed One Hundred and Seventy-Five Dollars (\$175.00) annually for the purchase or repair of protective work boots or shoes. January 1, 2018 and January 1, 2019, the boot allowance will be adjusted by \$5.00 per year. This allotment can be carried forward for two (2) years maximum, for a total of Three Hundred Fifty Dollars (\$350). Benefits would apply to the following full-time positions: Park Maintenance Worker, Golf Course Caretaker, Mechanic, M&C Technician I/II and Equipment Operator. Employees in the classification of Custodian shall receive a boot reimbursement of up to One Hundred Twenty-Five Dollars (\$125) annually for the purchase of protective work boots or shoes, which can be carried forward for two (2) years maximum, for a total of Two Hundred Fifty Dollars (\$250).
2. Section 26.10 shall be modified by the addition of the following language;
On or about January 3, 2018 the parties will meet and discuss the implementation of this Section 26.10.
3. Where ever the term Caretaker appears in the Memorandum of Understanding it shall be substituted with Park Maintenance Worker.

If the foregoing is in accordance with your understanding, please so indicate by dating and signing below.

Dated 11/30/17

By Ossee Desmangles
Ossee Desmangles
Local 1012 SEIU

By Paul McCreary
Paul McCreary
Hayward Area Park and Recreation District