

**SIDE LETTER
BETWEEN
CONTRA COSTA COUNTY AND TEAMSTERS, LOCAL 856**

This Side Letter amends the Memorandum of Understanding between the Teamsters, Local 856 ("Union" or "Teamsters") and the County of Contra Costa ("County"), (July 1, 2016 – June 30, 2019) to modify Section 2.9 – Written Statement for New Employees of the MOU as follows:

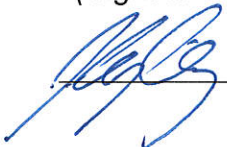
2.9 Written Statement for New Employees.

- A. The County will provide a written statement to each new employee hired into a classification in any of the bargaining units represented by the Union, that the employee's classification is represented by the Union and the name of a representative of the Union. The County will provide the employee with a packet of information that has been supplied by the Union and an electronic membership application form.
- B. The County will provide written notice of both Employer-wide and department-level new employee orientations (no matter how few participants, and whether in person, online or through other means or mediums) to the Union, at least ten (10) business days prior to the event.
- C. The new employee orientation notice provided to the Union will include the date, time, and location of the orientation.
- D. Representatives of the Union shall be permitted to make a presentation of up thirty (30) minutes, and present written materials, during a portion of the orientation for which attendance is mandatory. No representative of management shall be present during the Union's presentation.
- E. A bargaining unit member attending orientation as a Union representative shall be given paid release time sufficient to cover the Union's presentation and travel time. The Union will provide the names of any employees who they wish to be released at least 48 hours in advance to the Labor Relations Manager.


The terms of this Side Letter are effective after it is approved by the Board of Supervisors and will be incorporated into the successor MOU between the County and Teamsters. All other terms and conditions of the MOU between Contra Costa County and Teamsters dated July 1, 2016 – June 30, 2019 remain unchanged by this Side Letter.

Date: 9/6/17

Contra Costa County:
(Signature / Printed Name)

 / Jeff Bailey

Union Name:
(Signature / Printed Name)

 / RICHARD ANDAZOLA