

SIDE LETTER
between
CONTRA COSTA COUNTY
and
TEAMSTERS, LOCAL 856

This Side Letter is by and between Teamsters, Local 856 ("Teamsters") and Contra Costa County ("County") and is effective on the first day of the month following approval by the Board of Supervisors.

This side letter amends Section 54.3 – Health Services Unit of the Memorandum of Understanding (MOU) between the County and Teamsters (July 1, 2016 – June 30, 2022) by replacing Section 54.3.B. – Clinical Laboratory Scientist & Laboratory Technician, with a new Section 54.3.B. as follows:

Section 54.3 – Health Services Unit.

54.3.B Senior Clinical Laboratory Scientist, Clinical Laboratory Scientist & Laboratory Technician.

1. The Health Services Department shall continue a staggered lunch period system for the Clinical Laboratory Scientist I & II and Senior Clinical Laboratory Scientist classifications in order to ensure uninterrupted lunch periods for these employees. A Clinical Laboratory Scientist II who, at the County's request, is placed in charge of clinical laboratory assignments for an eight (8) hour shift, shall receive an additional five dollars (\$5.00) per shift.
2. Each full-time employee in the classes of Clinical Laboratory Scientist I & II and Senior Clinical Laboratory Scientist will be granted sixteen (16) hours per year of continuing education (CE) leave to complete courses required for license renewal. For permanent part-time employees, CE leave will be prorated based on their assigned hours. Employees may carry over CE leave from one year to the next to a maximum of thirty-two (32) hours without restriction.
3. Each full-time employee in the class of Laboratory Technician whose position requires a phlebotomy certificate will be granted three (3) hours per year of continuing education (CE) leave to complete courses required for certification renewal. For permanent part-time employees, CE leave will be prorated based on their assigned hours. Employees may carry over CE leave from one year to the next to a maximum of six (6) hours.
4. Schedules. Employees in the classification of Clinical Laboratory Scientist II will have schedules that are predictable and consistent, with rotating weekends off. All employees in the Clinical Laboratory Scientist II classification, starting with the most senior employee, will select a schedule from a list of available shift

EXHIBIT A

schedules. Schedules will be awarded based on seniority and will take effect the first day of the month following completion of the bid process.

Employees in the classification of Senior Clinical Laboratory Scientist will work one (1) weekend every 28 days.

The County reserves the right to modify schedules as a result of attrition.

- 5. Use of Registry Staff. The County has the right to use registry staff to cover incidental absences (call-ins, vacations, leave of absences, vacancies, etc).

This Side Letter will remain in effect for the term of the current Memorandum of Understanding ("MOU") between the County and Teamsters (July 1, 2016 – June 30, 2022). The terms of this Side Letter will be incorporated into the successor MOU unless otherwise negotiated by the parties. All other terms and conditions of the current MOU between the County and Teamsters remain unchanged by this Side Letter.

Date: 10/16/19

Contra Costa County:
(Signature / Printed Name)

Lisa Driscoll / Lisa Driscoll

_____ /

_____ /

_____ /

Teamsters, Local 856:
(Signature / Printed Name)

Richard Ajozola / RICHARD AJOZOLA

_____ /

_____ /

_____ /