

**SIDE LETTER OF AGREEMENT
TO THE CURRENT MEMORANDUM OF UNDERSTANDING
BETWEEN THE CITY OF ONTARIO AND THE AMERICAN FEDERATION OF
STATE, COUNTY, AND MUNICIPAL EMPLOYEES**

The City of Ontario (City) and the American Federation of State, County, and Municipal Employees (AFSCME) agree to modify Article 9, Representation, Section 9.01, Agency Shop, and Section 9.11, New Employee Orientation of the current Memorandum of Understanding (MOU) effective July 1, 2017 through June 30, 2020 as follows:

Section 9.01 Union Membership

A. Legislative Authority

The parties mutually understand and agree that pursuant to Government Code Section 3502.5, all unit employees represented by American Federation of State, County and Municipal Employees, Council 36, Local 3061 (hereinafter "Union") have the right to join or not join the Union.

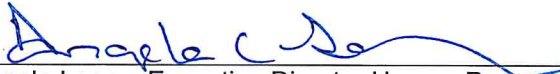
B. Administration

1. Dues deductions shall be in a uniform amount for all employees. The City shall also deduct an additional voluntary contribution for the AFSCME PEOPLE program, in one uniform flat dollar amount, for each employee that authorizes the deduction in writing. The City shall not deduct any pay for initiation fees, fines or any other special assessments. The effective date of the Union dues or other authorized deductions shall begin no later than the first full pay period following the City's receipt of written documentation stating that a dues deduction should commence. The Union shall indemnify the City for any claims made by employees for deductions made in reliance on information provided by the Union.
2. Any change in the amount deducted shall be by written authorization from the Union. Notification of any modifications to deduction amounts shall be received by the City not less than 10 calendar days prior to the effective date. Deduction modifications shall be effective the following paycheck. Dues and other authorized deductions withheld by the City shall be transmitted to the President and Business Representative designated by the Union in writing at the address specified in the letter of authorization.
3. The employee's earnings must be sufficient, after other legal and required deductions (including health care and insurance deductions) are made, to cover the amount of the dues or other authorized deductions. When a member in good standing of the Union is in non-pay status for an entire pay period, no dues or other authorized deductions shall be made to cover that period from future earnings. In the case of an employee who is in a non-pay status during only a part of the pay period and the salary is not sufficient to cover the full withholding, a partial deduction shall be made provided that all other legal and required deductions have been made.

Section 9.11 New Employee Orientation

Providing there are new employees, the City typically conducts orientation weekly. The City will notify the Union if a new unit member will be attending the employee orientation within ten (10) days of an orientation. The City shall release one steward for up to one (1) hour to meet with new Unit members during orientation to explain the rights and benefits under this memorandum of understanding.

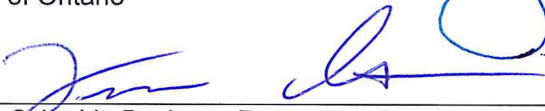
Approved:



Angela Lopez, Executive Director Human Resources
City of Ontario

9/4/18

Date



Luis Schmidt, Business Representative
American Federation of State, County, and Municipal
Employees Local 3061

9/4/18

Date