

## Side Letter of Agreement to Current Memorandum of Understanding Between The City Of Ontario and Ontario Police Officers Association

The City of Ontario and Ontario Police Officers Association agree to modify Article IX, Hours of Work, Section 9.02, Work Schedule Changes of the Memorandum of Understanding covering the period from January 1, 2018 through June 30, 2022. The intent of this side letter is to initiate a temporary operational schedule of 12.5 hour shifts at Airport Operations Division as part of a pilot program designed to maximize coverage and expand the interaction and crossover among personnel. This provision shall be evaluated in March 2021 to determine effectiveness and upon mutual agreement parties may agree to terminate, adopt, extend, amend or expand the pilot program to further evaluate the effectiveness of the 3/12.5 schedule. The agreement adds Section D and will read as follows:

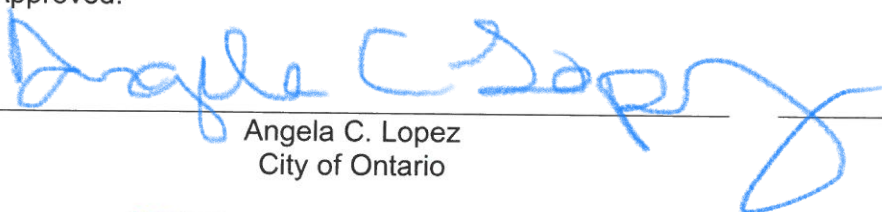

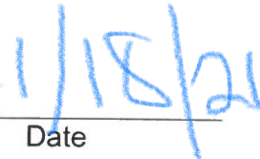
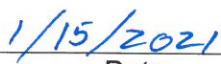
### Section 9.02 WORK SCHEDULE CHANGES

- D. Effective January 17, 2021, the parties have agreed to implement a temporary operational schedule of 3/12.5 shifts for the Airport Operations Division. The 3/12.5 schedule working 3 consecutive workdays of 12.5 consecutive hours each, inclusive of a paid 30-minute meal period and breaks. During a 28-day work period employees assigned to the 3/12.5 work schedule will also be scheduled to work one additional 10-hour work shift, inclusive of a paid 30-minute meal period and breaks. The parties will mutually develop rules to address the interaction between the 3/12.5 work schedule and extended training of 3 days or more, jury duty and other implementation issues that arise.

Parties agree that they will evaluate the effectiveness of the 3/12.5 hour schedule during the pilot period and upon mutual agreement, the parties may agree to terminate, adopt, extend, amend or expand the pilot program to further evaluate the effectiveness of the 3/12.5 schedule.

### Side Letter of Agreement to Current Memorandum of Understanding Between The City Of Ontario and Ontario Police Officers Association - Article IX, Hours of Work, Section 9.02, Work Schedule Changes

Approved:

 _____ Angela C. Lopez City of Ontario	 _____ William Maxson Ontario Police Officers Association	 _____ Date	 _____ Date
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