

**SIDE LETTER AGREEMENT
BY AND BETWEEN**

**SACRAMENTO PUBLIC LIBRARY AUTHORITY
AND
STATIONARY ENGINEERS, LOCAL 39, SUPERVISORY UNIT**

April 28, 2022

This will confirm the understanding reached between the Sacramento Public Library (SPL) and the International Union of Operating Engineers, Stationary Engineers, Local 39, AFL-CIO, representing employees in the Supervisory Unit (Union).

Realignment Selections and Transfers

The parties agree to the following one-time selection and transfer process to implement the Library's realignment efforts. This process has been agreed to as it specifically relates to the Library Supervisor III positions reclassified as System Supervisor.

Terms of agreement:

Phase 1 – Selection Process for System Wide/Leadership functions.

- 1) A one-time declaration of interest and selection process will occur for the five (5) System Wide/Leadership positions among all employees who occupy the new System Supervisor classification.
 - a. The Library will notify all employees in the new System Supervisor classification of the one-time process via email. The email notification will include a narrative, function expectations, and deadline to submit interest for each of the five (5) System Wide/Leadership functions.
 - b. Interested employees must declare interest by the deadline to be considered for selection.
 - c. Interviews will be scheduled at the Library's discretion.
 - d. Selections for System Wide/Leadership functions will be announced before Phase 2 begins and appointments will take effect on a single date to be determined by the Library.

Phase 2 – Transfer Process for Regional Leadership functions

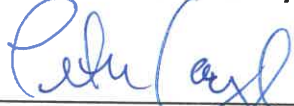
- 2) Upon completion of Phase 1, a one-time transfer process will fill the six (6) Regional Leadership positions among all remaining and unselected employees in the new System Supervisor classification.
 - a. SPL will notify all employees in the new System Supervisor classification who are not selected for a System Wide/Leadership position of the one-time transfer process for six (6) Regional Leadership functions via email. The email notification will include schedules and locations, a current System Supervisor classification seniority list, and the methods for submitting interest in transfer.

- b. Employees who wish to transfer, shall respond to the email notification within ten (10) calendar days of SPL's initial notice (excluding holidays).
- c. Requests for transfer shall be awarded in classification seniority order.
- d. Transfers awarded shall take effect on a single date to be determined by the Library, consistent with the requirements of section 20.3 of the current Memorandum of Understanding.

Two (2) System Supervisor positions will be maintained as a vacant and not filled until further notice is provided to the Union.

This Side Letter Agreement shall expire on the date for all transfers and appointments to be effective, as determined by the Library and as set forth above.

Sacramento Public Library Authority




Peter D. Coyl, Library Director & CEO
Date: *4 May 2022*



Christopher Trew, HR Manager
Date: *5.9.22*


Stationary Engineers, Local #39



Bart Florence, Business Manager
Date: _____



Charlie Solt, Director of Public Employees
Date: _____



Scherita V. Adams, Business Representative
Date: *5/14/22*