

SIDE LETTER OF AGREEMENT
REGARDING
MEMORANDUM OF UNDERSTANDING EXTENSION
BETWEEN
UNION SANITARY DISTRICT
AND
SEIU LOCAL 1021
September 10, 2015

Representatives for the Union Sanitary District (District) and representatives for SEIU Local 1021 (Union) have met and mutually agreed to the following modifications of the Memorandum of Understanding between between the District and the Union.

Section 39 Duration

This MOU shall be in full force through August 31, 2018 and shall continue thereafter except those portions which may be amended, deleted, or modified after a reasonable notice by either party and the opportunity to meet and confer as provided by law resulting in a mutual agreement between the parties.

Section 5.2 Salary Increases

- e) Effective March 1, 2017, there will be a 3.5% cost of living increase in all steps of all classifications.
- f) Effective March 1, 2018, there will be a 3.5% cost of living increase in all steps of all classifications.

Section 12.6(b) The District shall not treat this payment as compensation subject to income tax withholding or reporting unless the Internal Revenue Service or Franchise Tax Board indicates that such contributions are income subject to taxation. Each employee shall be solely responsible for any federal, state, or local tax liability arising out of the implementation of this section.

Designation	Effective 1/1/17	Effective 1/1/18
Employee only	\$ 1,025.62	\$ 1,066.65
Employee + 1	\$ 2,018.98	\$ 2,099.74
Employee+ Family	\$ 2,482.80	\$ 2,582.11

Section 12.6(c) The minimum monthly employee contribution towards medical shall be in accordance with the table below:

Employee Only	\$20.00
Employee + 1	\$30.00
Family	\$40.00

If employees select plans that are more expensive than District contribution, employees are responsible for paying the difference.

Section 23.3(f) For employees who retire from the District on or after July 1, 2017, the monthly reimbursement for medical coverage shall be as follows:

Employees with less than ten (10) years of District service	\$ 0 or MEC if eligible
Employees with ten (10) but less than fifteen (15) years of District service	\$400
Employees with fifteen (15) but less than twenty (20) years of District service	\$500
Employees with more than twenty (20) years of District service	\$600

Section 23.3(g) The District shall not treat the District reimbursement to the medical retirement plan as compensation subject to income tax withholding unless the Internal Revenue Service or the Franchise Tax Board indicates that such reimbursements are taxable income subject to withholding. Each retired employee shall be solely and personally responsible for any federal, state, or local tax liability or penalty that may arise out of the implementation of this section.

If the foregoing is in accordance with your understanding, please indicate your acceptance and approval in the space provided below.

Approved and Accepted

Date: 9/16/2015

For the SEIU Local 1021

By: Jamie Rojo
Jamie Rojo
President

By: Mohammad Ghoury
Mohammad Ghoury
Vice President

By: Greg Cross
Greg Cross
Field Representative

For the DISTRICT

By: Paul R. Eldredge
Paul Eldredge
General Manager/District Engineer

By: Glenn Berkheimer
Glenn Berkheimer
IEDA