

SIDE LETTER OF AGREEMENT NO. 1
BETWEEN
LAS GALLINAS VALLEY SANITARY DISTRICT
AND
OPERATING ENGINEERS UNION LOCAL NO. 3

I. Parties

The Parties to this Side Letter of Agreement (herein after “Side Letter”) are the Las Gallinas Valley Sanitary District (hereinafter referred to as the “District”) and the Operating Engineers Local No. 3 (hereinafter referred to as the “Union”).

II. Background

The Parties are the signatories to a 2023-2026 Memorandum of Understanding (hereinafter referred to as the “MOU”) setting forth terms and conditions of employment for certain District employees. The terms set forth below amend the existing MOU. The Parties agree as follows:

III. MOU Side Letter

A. For Purposes of the MOU amendments set forth below, language that is overstruck (e.g. ~~overstruck~~) will be omitted from the MOU. Language that is *italicized* and **boldfaced** will be added to the MOU as indicated. The existing MOU will, in all other respects, remain in effect without change through its existing term.

B. Section 17.7 Life of the MOU is hereby amended to read as follows:

The District *shall* provides ~~term~~-life insurance for ~~the~~*eligible* employees in the amount of \$50,000. *This life* insurance terminates one (1) month after the employee leaves the employment of the District.

~~As soon as administratively possible after adoption, the District will provide term life insurance for an eligible employee in the amount of one times (1x) the employee's annual base wage salary up to one hundred thousand dollars (\$100,000). This life insurance benefit terminates one (1) month after the employee separates from employment with the District.~~

IV. General Provisions

A. This Side Letter will take effect as soon as administratively possible after adoption by the District Board of Directors.

B. The written terms herein embody the entire Side Letter of Agreement between the Parties.

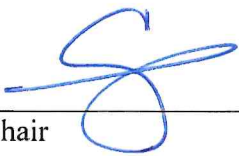
C. The Side Letter of Agreement modified language herein will be incorporated into any successor MOU by the Parties.

[Signatures on next page]


IN WITNESS WHEREOF, the parties hereto have executed this Side Letter of Agreement on this 27th day of MARCH, 2024.

For Las Gallinas Valley Sanitary District

For Operating Engineers Union Local 3



Board Chair



Sr. Business Representative



General Manager



Union Representative



Union Representative