

**SIDE LETTER BETWEEN
COUNTY OF SAN MATEO AND
BUILDING & CONSTRUCTION TRADES COUNCIL (BCTC)
RE: OVERTIME AND ON-CALL**

This side letter agreement between County of San Mateo (hereinafter referred to as the "County") and the Building and Construction Trades Council (BCTC) (hereinafter referred to as the "Union") (hereinafter collectively referred to as the "parties") shall confirm certain understandings reached in negotiations for a Memorandum of Understanding covering the period of February 1, 2015 through February 9, 2019.

Section 7.2 Overtime shall include the following language: "All other absences with pay shall not be considered time worked, except vacation and CTO shall count as hours worked when the employee is called back to work after regular hours pursuant to Section 7.4 of the MOU."

Vacation and CTO shall count as hours worked when the employee is called back to work as a result of being in an on-call status, pursuant to Section 9.

The foregoing is in accordance with the parties' understanding.

APPROVED AND ACCEPTED

FOR THE COUNTY

Michelle Kuhn

Date: 12/22/16

FOR THE UNION

Mary Blain

Date: 12/2/14