

SIDE LETTER TO ARTICLE 24 DISTRICT POLICE
PAID MEAL PERIODS FOR DESIGNATED LAW ENFORCEMENT EMPLOYEES

1. Because of the unpredictability of public safety, designated law enforcement employees are prevented from being completely relieved of all duties and are subject to calls for service during meal periods. According to the California Department of Industrial Relations, an on-duty meal period shall be permitted when the nature of the work prevents an employee from being relieved of all duty.

The purpose of this side letter is to add clarifying language to the Agreement between Sonoma County Junior College District and SEIU 1021 under Article 24 for District Police consistent with a long-standing practice of paid meal periods for designated law enforcement employees.

2. Sworn Employees

Paid meal periods for sworn employees shall be part of the total hours worked within the scheduled shift and shall be compensated at the employee's current rate of pay as described under Articles 6, 7, and 24 of the Agreement between Sonoma County Junior College District and SEIU 1021. During paid meal periods, sworn employees are considered out of service, but subject to calls for service; reasonable efforts shall be made to utilize in-service, sworn employees to handle routine calls for service during the paid meal period. Although sworn employees are paid for their meal periods, they shall be allowed the paid meal period away from their patrol vehicles and common work stations. Paid meal periods for sworn employees shall be governed under state law according to the provisions of California Labor Code Section 512(a).

3. Dispatcher/Records Technicians

Paid meal periods for dispatcher/records technicians shall be part of the total hours worked within the scheduled shift and shall be compensated at the employee's current rate of pay as described under Articles 6, 7, and 24 of the Agreement between Sonoma County Junior College District and SEIU 1021. During paid meal periods, dispatcher/records technicians are considered out of service, but subject to call-back in the event of an emergency or routine incident; they will monitor their radio and stay in close proximity to their work stations. Although dispatcher/records technicians are paid for their meal periods, they shall be allowed the paid meal period away from the communications center and common work stations, but shall remain within the premises of the Police Department, unless authorized by a supervisor. The paid meal periods for dispatcher/records technicians shall be covered by other dispatcher/records technicians, sworn employees, or other support staff authorized by the Chief of Police. Paid meal periods for dispatcher/records technicians shall be governed under state law according to the provisions of California Labor Code Section 512(a).

AGREED TO ON October 26,, 2017

BY:

FOR THE DISTRICT'S TEAM:

Karen Furukawa

Karen Furukawa or
Other Designee

FOR THE SEIU, LOCAL 1021 TEAM:

Jordan D. Mead

Jordan Mead

Maria Peluso

Maria Peluso