

SIDE LETTER AGREEMENT BETWEEN THE SAN MATEO COUNTY HARBOR DISTRICT  
AND OPERATING ENGINEERS LOCAL UNION NO.3

RE: ELIMINATION OF EXTENDED ILLNESS BANK IN FAVOR OF SICK LEAVE BANK

THIS SIDE LETTER AGREEMENT TO MEMORANDUM OF UNDERSTANDING is made and entered into this 19th day of November by and between the SAN MATEO COUNTY HARBOR DISTRICT, a political subdivision of the State of California, hereafter referred to as "District", and OPERATING ENGINEERS LOCAL UNION NO. 3.

RECITALS

WHEREAS, on November 19, 2025 the District approved changes to the 2024-2029 Memorandum of Understanding (MOU) between the District and the Operating Engineers Local Union No. 3 to update the Extended Illness Bank Provisions as follows:

MOU Section 17 and 20 Extended Illness Bank (EIB) will be deleted; retitled Section 17 Sick Leave Bank and edited to read:

Use and accrual of an employee's accrued Sick Leave shall be in accordance with District Policy 6.5.10 *Sick Leave*

WHEREAS, all other references to "Extended Illness Bank and/or EIB" in the MOU shall be replaced with "Sick Leave"

NOW THEREFORE, the MOU Provisions will be updated to reflect the above changes.

IN WITNESS WHEREOF, the parties hereto have executed this Side letter Agreement the day and year first hereinabove written.

OPERATING ENGINEERS LOCAL UNION NO 3

Date: 11/20/25

Signature:   
Owen Moore (Nov 20, 2025 10:10:11 PST)

SAN MATEO COUNTY HARBOR DISTRICT

Date: 11/20/25

Signature:   
James Pruett (Nov 20, 2025 10:47:02 PST)

# OE3 Side Letter Sick Leave Nov 2025

Final Audit Report

2025-11-20

Created:	2025-11-20
By:	Rachelle Modena (rmodena@smharbor.com)
Status:	Signed
Transaction ID:	CBJCHBCAABAAM-vPRmnhbz97nHixPlaho6TapMNwRtD5

## "OE3 Side Letter Sick Leave Nov 2025" History

-  Document created by Rachelle Modena (rmodena@smharbor.com)  
2025-11-20 - 5:23:45 PM GMT
-  Document emailed to Owen Moore (omoore@smharbor.com) for signature  
2025-11-20 - 5:23:48 PM GMT
-  Document emailed to James Pruet (jpruett@smharbor.com) for signature  
2025-11-20 - 5:23:48 PM GMT
-  Email viewed by Owen Moore (omoore@smharbor.com)  
2025-11-20 - 6:09:10 PM GMT
-  Document e-signed by Owen Moore (omoore@smharbor.com)  
Signature Date: 2025-11-20 - 6:10:11 PM GMT - Time Source: server
-  Email viewed by James Pruet (jpruett@smharbor.com)  
2025-11-20 - 6:46:16 PM GMT
-  Document e-signed by James Pruet (jpruett@smharbor.com)  
Signature Date: 2025-11-20 - 6:47:02 PM GMT - Time Source: server
-  Agreement completed.  
2025-11-20 - 6:47:02 PM GMT