

**ADDENDUM NO. 2 TO MEMORANDUM OF UNDERSTANDING
INTERNATIONAL UNION OF OPERATING ENGINEERS,
STATIONARY LOCAL NO. 39**

This Addendum is made and entered into this 5th day of November, 2009 by and between the City of Sanger, and the International Union of Operating Engineers, Stationary Local No. 39 (“Local 39”) in order to amend the Memorandum of Understanding (“MOU”) entered into by and between City of Sanger and the Local 39 on September 20, 2007, with an effective date of July 1, 2007.

The parties agree that the following sections in the MOU are hereby amended to read in its entirety as follows:

“21.9.3 Surplus over 400 hours: Each year Unit members who have accumulated more than 400 hours of annual leave may elect to be paid for up to 300 hours annual leave on the first payday in December each year, at the rate of pay in effect when annual leave is requested. The request for surplus pay must be submitted no later than November 25. Local 39 has agreed that there shall be no payment of accumulated annual leave under this section during calendar year 2009 unless the employee exceeds the annual leave accrual maximum of 1040 hours.

24.1 The dates listed below which fall within the normal workweek of Monday through Friday shall be considered paid holidays and shall be observed:

1. January 1 (New Year’s Day)
2. Third Monday in January (Martin Luther King Day)
3. Third Monday in February (President’s Day)
4. Last Monday in March (Caesar Chavez Day)
5. Last Monday in May (Memorial Day)
6. July 4 (Independence Day)
7. First Monday in September (Labor Day)
8. ~~November 11 (Veterans Day) (To be reinstated in January 2010).~~
9. Fourth Thursday in November (Thanksgiving Day)
10. ~~Day after Thanksgiving (To be reinstated in January 2010).~~
11. December 25 (Christmas Day)
12. One floating holiday”

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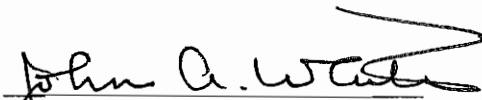
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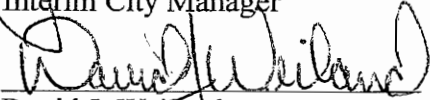
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All other terms, conditions, and provisions of the MOU and prior addenda to the MOU shall remain in full force and effect except as expressly amended herein.

CITY OF SANGER



John A. White
Interim City Manager



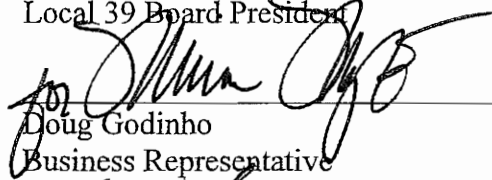
David J. Weiland
City Attorney

**INTERNATIONAL UNION OF
OPERATING ENGINEERS,
STATIONARY LOCAL 39**

Jerry Kalmar
Business Manager

Joan Bryant
Director of Public Employees

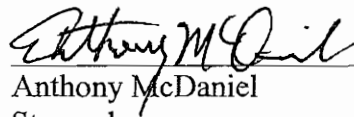
Madison Bland
Local 39 Board President



Doug Godinho
Business Representative



Bob Steckman
Steward



Anthony McDaniel
Steward