



**UP046 – (Combined 35, 36, 37, 42, 44 & 48) and Union 17, 24, 25, 28, 34, 45, 46, 48 & 49**

Date: 4/23/19

Time: 9:47 pm

The parties mutually agree to incorporate the following language in the next Memorandum of Understanding ("MOU"), effective July 1, 2019. By signing below, the parties agree to recommend approval of this tentative agreement.

**TENTATIVE AGREEMENT**

Side Letter

Within the next 90 days (1) a representative with decision making authority from each Department that hires apprentices and/or pre-apprentices who perform Laborers' work as of May 15, 2019, (2) a representative from Local 261, and (3) the Mayor's Office of Economic and Workforce Development, shall meet through the OEWD's Workforce Alignment Committee. The purpose of the meeting is to discuss and explore additional best practice strategies for the Laborers' Local 261 new and on-going apprentice and pre-apprentice programs. The areas for discussion will include issues concerning recruitment, training, documentation, pre-apprenticeship curriculum, performance management, career pathways and joint apprentice training committees.

This meeting shall conclude on December 31, 2019 absent mutual agreement of the parties.

The City will withdraw City Proposal No. 23 and 33.

Tentative Agreement:

FOR THE CITY

FOR THE ASSOCIATION

4/23/19  
 Georgia Cochran Date

4/23/19  
 Theresa Foglio Date

Approved as to Form:

<i>italics</i> = moved existing language	<b><u>bold, double underline</u></b> = new language
<del>struck out, italics</del> = existing language prior section	<del>struck out</del> = removed language