

SIDE LETTER AGREEMENT
BY AND BETWEEN THE CITY OF CARSON AND
AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES UNION (“AFSCME”),
COUNCIL 36, LOCAL 809

WHEREAS, pursuant to the provisions of the Meyers-Milias-Brown Act ("MMBA"; Gov't Code §§ 3500 *et seq.*), the City of Carson ("City") may adopt reasonable rules and regulations for the administration of employer-employee relations, and must meet and confer in good faith regarding wages, hours, and other terms and conditions of employment with representatives of recognized employee organizations for City employee bargaining units; and

WHEREAS, the City has and continues to recognize the American Federation of State, County and Municipal Employees Union (“AFSCME”), Council 36, Local 809 as the sole exclusive bargaining agent for those City employees designated as being in the Clerical and Technical Unit, the Crafts and Trades Unit, and the Professional/Middle Management Unit for all matters concerning wages, hours and working conditions; and

WHEREAS, the City met with AFSCME 809 regarding using a contractor to conduct graffiti abatement services to all City owned property, upper-level locations, and all objects in the City Right of Way.

Now, therefore, having met in good faith to remedy the aforementioned issues and resolve these matters going forward, the City of Carson and AFSCME 809, agree to the following:

1. Staff will request the Council to consider one (1) new Sr. Maintenance Worker I (FT), and two (2) Maintenance Technicians I (FT) for the 24'/25' budget.
2. The City and AFSCME 809 agree to the terms of services with Graffiti Protective Coatings, Inc, to not exceed one (1) year from the date hereof. The City may, at its sole discretion, elect to extend the Term by two (2) additional one-year terms (“extension term”).
3. The City and AFSCME 809 agree to meet at the 6-month mark, January 14, 2025, to revisit the contract.
4. The City agrees to review the classification specification of Maintenance Worker job series with the intent to include language to reflect right of way graffiti abatement duties.

IT IS SO AGREED:

Exhibit 5

For AFSCME 809:

Tony Rodriguez, President

Date

Limasene Tuuu, Vice President

Date

Joshua Otineru, Board Member

Date

APPROVED AS TO FORM

Bob Adams
Business Representative, Council 36

For City of Carson:

David Roberts, City Manager

Date

Dr. Robert Lennox, Assistant City Manager

Date

Joshua Boudreaux, Director of Human Resources

Date

Pam K. Lee, Esq.
Counsel for the City of Carson