

**SIDE LETTER AGREEMENT  
BETWEEN THE MOJAVE DESERT AIR QUALITY MANAGEMENT DISTRICT AND  
THE TEAMSTERS LOCAL 1932 CLARIFYING  
SECTION 14.3 "ORDER OF LAYOFF" IN THE  
MDAQMD PERSONNEL POLICIES & PROCEDURES**

The parties to this Side Letter Agreement are the Mojave Desert Air Quality Management District ("District") and the Teamsters Local 1932 ("Union") (collectively referred to as "Parties").

The MDAQMD Personnel Policies & Procedures ("PPP") sets forth terms and conditions of employment for District employees.

The Parties now wish to enter into this Side Letter Agreement to clarify the understanding of "Order of Layoff" described in the second paragraph of Section 14.3 of the PPP by inserting the following phrase:

If a regular employee scheduled for layoff has held regular status in a lower classification, or previously held regular status in another classification, and has greater District seniority than an incumbent in the lower classification, or previously held regular status in another classification, a reduction in classification (bumping) shall be approved; provided the employee possesses the minimum qualifications for the job.

1. The District and Union agree that this Side Letter Agreement will be deemed executed after it has been signed by all parties outlined below.
2. Aside from the agreed upon terms set forth above, the terms and conditions of the PPP shall remain in effect as provided therein. Furthermore, nothing in this Side Letter Agreement shall be construed to affect the interpretation of any other sections of the PPP, except for those explicitly referenced above.

FOR THE DISTRICT:

  
\_\_\_\_\_  
Brad Poiriez, Executive Director/APCO

Dated: 3-14-17

FOR THE TEAMSTERS LOCAL 1932:

  
\_\_\_\_\_  
Fred Lowe, Staff Coordinator, Teamsters  
Local 1932

Dated: 3/14/17