

**Side Letter Addendum Between Fairfield Employees' Association and City of Fairfield  
to Address Returning to the Bargaining Unit After a Demotion**

**March 22, 2023**

The current FEA MOU does not address seniority or probationary periods when bargaining unit members promote into a different bargaining unit, and remain working for the City of Fairfield, who later return to FEA due to a demotion. The parties agree that this Side Letter shall be inserted as a new section under Article 6. Probationary Period and Merit, Section B. Promotion/Demotion/Flexible Staffing, and attached to the current Memorandum of Understanding as an addendum.

The parties have met and conferred over the impacts of this and agree to the following terms:

**RETURNING TO THE BARGAINING UNIT AFTER DEMOTION**

***Seniority***

FEA bargaining unit members who promote into a different bargaining unit, and later return to FEA due to a demotion, are eligible to retain their FEA seniority earned for the duration of their time in FEA. Time spent in the different bargaining unit will not be counted towards FEA seniority. FEA seniority will be reinstated, less the duration of time in the other bargaining unit.

***Probationary Period***

FEA bargaining unit members who promote into a different bargaining unit, and later return to their previous classification in FEA due to a demotion, are not required to serve another probationary period, provided they had successfully completed probation in the classification they are returning to.

For the City:

  
\_\_\_\_\_  
Date 4/14/23

David Gassaway  
City Manager

For FEA:

  
\_\_\_\_\_  
Date 3/23/23

Adam Rudolph  
FEA President