

**Mutual Expectations Agreement
Between the
Santa Clara Valley Water District
and the
Employees Association, Engineers Society and Professional Managers Association**

The purpose of this Mutual Expectations Agreement is to create a foundation for management and labor to work together collaboratively and cooperatively.

We believe the application of the Mutual Expectations Agreement will result in an enhanced, positive, relationship between labor and management. All parties agree to model integrity with the intent of creating trust, and to assume positive intent by other parties. Ultimately, this demonstrates a commitment to a respectful labor-management relationship and acknowledges the shared responsibility by all parties for the success of the District.

We agree to the following expectations of each other:

1. Speak to one another in a respectful manner that acknowledges and empathizes with different perspectives.
2. Communicate honestly, clearly and directly providing specific examples within context and relevant to the topic.
3. Challenge ideas by asking questions constructively, offering potential solutions or alternatives.
4. Provide comprehensive details and facts. Avoid spreading rumors.
5. Avoid personalizing an issue and taking retaliatory actions in response to non-conformance of a mutual expectation.
6. Recognize and exhibit professional and appropriate body language/non-verbal communication.
7. Participate in meetings by providing/reviewing agenda and materials ahead of time, and coming prepared to engage in constructive dialog and to share perspectives and solutions.
8. Work collaboratively and jointly in a positive and respectful manner.
9. Always assume positive intent, and recognize that our mutual goal is to problem solve to achieve win/win solutions.

If any of these expectations appear to be violated, disrespected, or dishonored, the mechanism to resolve the issue(s) includes the following:

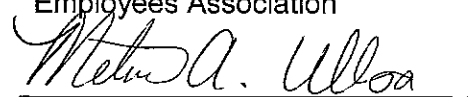
- Ask for clarification and assume behavior was not intended to be offensive.
- State why the behavior is believed to be offensive.
- Attempt to resolve at the lowest appropriate level depending on the issues.
- Acknowledge the situation and agree to move on.

Authorized Union Representative:



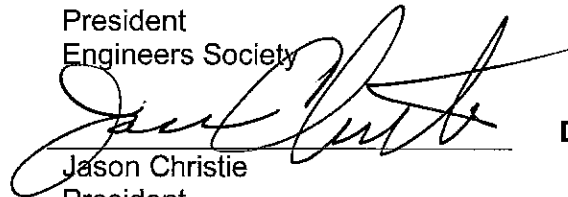
Liz Bettencourt
President
Employees Association

Date: 2/25/15



Metra Ulloa
President
Engineers Society

Date: 3/2/15



Jason Christie
President
Professional Managers Assn

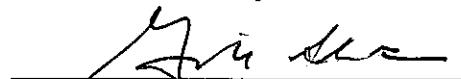
Date: 3-11-15

Authorized District Representative:



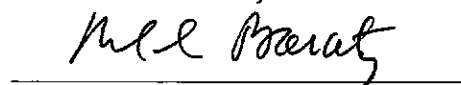
Jesus Nava
Chief Administrative Officer
Santa Clara Valley Water District

Date: 11 March 2018



Grant Lee
Deputy, Human Resources
Santa Clara Valley Water District

Date: 3/11/15



Michael Baratz
Labor Relations Officer
Santa Clara Valley Water District

Date: 3-11-15