

Department of Airports
Robert B. Leonard
Interim Director



County Executive
Navdeep S. Gill

County of Sacramento

May 10, 2018

Posted on SMF Website and Sent Via E-Mail

To: Prospective Proposers

From: Alyson Murphy
Airport Economic Development Specialist
Sacramento County Department of Airports

**Subject: Addendum #2 – Retail, Kiosk and Specialty Coffee Concession Agreement
Request For Proposals - Sacramento International Airport**

Addendum #2 to the Retail, Kiosk and Specialty Coffee Concession Agreement Request for Proposal (RFP) at Sacramento International Airport includes the following revision to Attachment A, *Retail, Kiosk, and Specialty Coffee Concession Agreement*:

Section 2.11 is hereby added to read:

2.11 Worker Retention

Concessionaire understands that the County has adopted a Worker Retention policy and that Concessionaire is to comply with all of the conditions for the first ninety (90) days of the Term of operations at the Airport as follows:

- a. The program would be applicable only to employees of the current Retail Concessionaires who are displaced as a result of the award of this Agreement.
- b. Only non-managerial, non-supervisory, non-confidential employees who have been continuously employed by the current Retail Concessionaires for at least twelve months as of the date of execution of this Agreement, during that twelve month period have worked 16 or more hours per week and whose primary place of employment is at Sacramento International Airport shall be given first preference in hiring as personnel of Concessionaires awarded under this Retail Concession Agreement.
- c. Preference in hiring shall entitle the employees to a ninety (90) day trial employment period.
- d. Employee must be in good standing with the current Retail Concessionaires with no disciplinary action taken for the previous twelve (12) months.
- e. The Worker Retention requirements would apply only to new Concessionaires hiring twenty (20) or more employees.
- f. The new Concessionaires shall not be required to hire an employee who does not meet the minimum qualifications for any available positions.
- g. The new Retail Concessionaires shall make a reasonable attempt to schedule interviews such that the employee has at least fourteen (14) days written notice of the interview date, time and location.
- h. The displaced employee shall be solely responsible for ensuring that the current Retail Concessionaires have the correct, current contact information to provide to new Retail Concessionaires for purposes of communicating interview opportunities.

-
- i. Any employee failing to arrive for a scheduled interview waives his or her right to further consideration.
 - j. Concessionaire retains the right to terminate any employee for just cause during the trial employment period.
 - k. County staff shall be responsible for requesting from the current Retail Concessionaires a list of its displaced employees, if any. The current Retail Concessionaires shall be asked to provide sufficient detail on such list to establish that the individuals on the list meet the requirements of the new Retail Concessionaires including but not limited to duration of employment and disciplinary standing. The list shall include each employee's current contact information.
 - l. County staff shall provide the full list provided by the current Retail Concessionaires to each new Retail Concessionaire.
 - m. County staff shall have no responsibility to mediate disputes or complaints from employees with regard to their suitability or lack thereof for initial or continued employment as determined by any Concessionaire.

