

SIDE LETTER AGREEMENT

To the Memorandum of Understanding
Between the County of Solano and SEIU, Local 1021
Unit # 2, 5, 7, 8, 9
Regarding Lump Sum Payment for Early Settlement

This will confirm an understanding reached between the County of Solano (hereinafter referred to as the “County”) and Service Employees International Union, Local 1021 (hereinafter referred to as the “Union”), representing Units 2, 5, 7, 8, 9. Collectively, County and Union are hereinafter referred to as “the parties.”

To encourage the early settlement of the successor collective bargaining agreement, upon the County’s receipt of the signed, ratified Memorandum of Understanding, employees as of **September 4, 2022** shall receive the following lump sum payment by the last pay day in **November 2022**:

- If the Union returns the signed, ratified Memorandum of Understanding to the Director of Human Resources on or before **September 16, 2022**, then employees shall receive a lump sum payment of one thousand dollars (\$1000).
- If the Union returns the signed, ratified Memorandum of Understanding to the Director of Human Resources after September 16, 2022, but on or before **September 30, 2022**, then employees shall receive a lump sum payment of six hundred dollars (\$600).
- If the Union returns the signed, ratified Memorandum of Understanding to the Director of Human Resources after September 30, 2022, but on or before **October 21, 2022**, then employees shall receive a lump sum payment of three hundred dollars (\$300).
- If the Union returns the signed, ratified Memorandum of Understanding to the Director of Human Resources after October 21, 2022 then there shall be no supplemental payment to employees under this Side Letter Agreement.
- The parties intend that the lump sum payment is not subject to CalPERS reporting of benefits.
- A part-time employee shall receive a pro-rata amount based on the employee’s full-time equivalence. Extra help employees do not qualify for any lump sum payment.

For County

For SEIU, Local 1021

Charles Sakai
Chief Negotiator

Tiffany Crain
Chief Negotiator