

**SIDE LETTER AGREEMENT BETWEEN  
COUNTY OF SONOMA AND  
SERVICE EMPLOYEE INTERNATIONAL UNION, LOCAL 1021  
April 5, 2019**


This side letter of agreement by and between the County ("County") and the Service Employees International Union Local 1021 ("Union"), hereinafter collectively called "the parties" confirm the parties' commitment as follows:

Living Wage Ordinance Adjustments:


Pursuant to the County's Living Wage Ordinance, effective May 7, 2019, the A-steps of the salary scales of the classifications in the table below will be adjusted to at least \$15.00 per hour. In order to maintain internal equity, the salaries of any classifications linked to the job classifications listed below, or administered through the same benchmark, will be adjusted at the same percentage.

Class Title	Current A-Step	New A-Step	Living Wage Adjustment
Park Aide	14.52	15.03	3.5%
Animal Care Assistant	14.89	15.04	1.0%
Event Service Aide	14.52	15.03	3.5%
Office Assistant Trainee	14.83	15.05	1.5%
Public Health Aide I	14.89	15.04	1.0%

FOR THE COUNTY

  
Date: 4/5/19

FOR THE UNION

  
Date: 4-5-19

**LETTER OF AGREEMENT BETWEEN**  
**COUNTY OF SONOMA AND**  
**SERVICE EMPLOYEES' INTERNATIONAL UNION LOCAL 1021**

**February 26, 2019**

The County of Sonoma ("County") and Service Employees' International Union Local 1021 ("Union"), agreed to meet and confer during the term of the 2018-2019 Memorandum of Understanding (MOU) extension, to address emergency response and recovery issues that fall within the scope of representation.

The County and the Union met and conferred and have agreed to the following:

1. The County will offer on-line basic classes on CPR/AED/First Aid. The County is in the process of implementing a new learning management system (LMS) in 2019. These course offerings will be communicated once the system is in place and will be based on the available curriculum.
2. During calendar year 2019, as a pilot program, the County will offer 6 in-person CPR/AED/First Aid certification classes. Classes will be open to all County employees and subject to department approval. Classes that do not receive the minimum required number of 9 enrollees will be cancelled. Following the initial pilot program, the County will review attendance to determine if there is enough employee interest to continue offering classes.

This agreement sets forth the full and entire understanding of the parties regarding the matters set forth herein. Any other prior or existing understanding or agreements by the parties, whether formal or informal, regarding any such matters are hereby superseded or terminated in their entirety.

SEIU agrees that the County has met its obligation to meet and confer on the contents of this agreement.

No agreement, understanding, variation, waiver or modification of any of the terms or provisions contained herein shall in any manner be binding upon the parties hereto unless made and executed in writing by the parties hereto and, if required, approved and implemented by the County's Board of Supervisors.

The waiver of any breach, term or condition of this agreement by either party shall not constitute a precedent in the future enforcement of all its terms and provisions.

For the County:

Paul Allen  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

4/5/19  
Date

For SEIU:

Carol Kumb  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

4-5-19  
Date

**SIDE LETTER AGREEMENT BETWEEN  
COUNTY OF SONOMA AND  
SERVICE EMPLOYEE INTERNATIONAL UNION, LOCAL 1021  
January 17, 2019**

This Side letter of agreement by and between the County ("County") and the Service Employees International Union Local 1021 ("Union"), hereinafter collectively called "the parties" confirms the parties' commitment that the parties will meet and discuss all aspects of performance evaluations, including:

1. Department specific performance evaluations
2. Standardized County-Wide performance evaluations
3. Performance evaluations when supervision changes during the evaluation period
4. Subordinate staff's ability to provide performance feedback for individuals within the chain of command performance

The parties agree the first meeting will take place in October 2019 and the parties will meet three (3) times, with each meeting lasting no longer than two (2) hours. Additional meetings can be added by mutual agreement. The Union will be represented by no more than six (6) SEIU members and two (2) SEIU representatives.

This side letter is subject to and will be in effect during the term of the successor MOU.

FOR THE COUNTY



Date:

1/17/19

FOR THE UNION



Date:

1-17-19

**SIDE LETTER AGREEMENT BETWEEN  
COUNTY OF SONOMA AND  
SERVICE EMPLOYEE INTERNATIONAL UNION, LOCAL 1021  
April 5, 2019**

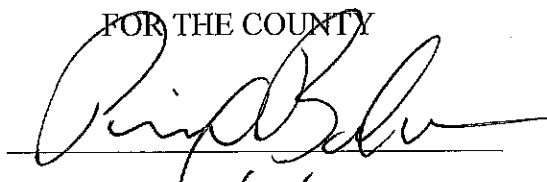
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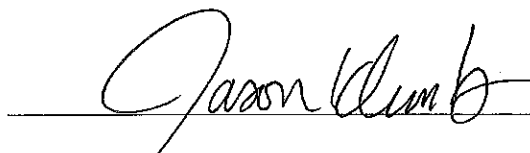
FOR THE COUNTY



Date:

4/5/19

FOR THE UNION



Date:

4-5-19

**SIDE LETTER AGREEMENT BETWEEN  
COUNTY OF SONOMA AND  
SERVICE EMPLOYEE INTERNATIONAL UNION, LOCAL 1021  
April 5, 2019**

This side letter of agreement by and between the County ("County") and the Service Employees International Union Local 1021 ("Union"), hereinafter collectively called "the parties" confirm the parties' commitment that starting in April 2020, the parties will meet and discuss State Disability Insurance (SDI). Discussions will include how SDI could integrate with existing County and SEIU leave programs and potential changes to current leave programs, including but not limited to:

Sick Leave

- a. Short Term Disability
- b. Long Term Disability
- c. Paid Parental Leave
- d. Workers' Compensation

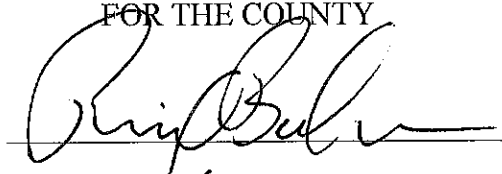
The parties will exchange program information and ideas related to the interest of integration of SDI during these discussions.

After these discussions, should either party have an interest in implementing SDI, the parties will meet and confer as required by State law.

The Union will be represented by no more than seven (7) SEIU members during any meet and discuss or meet and confer on this topic.

This side letter is subject to and will be in effect during the term of the successor MOU.

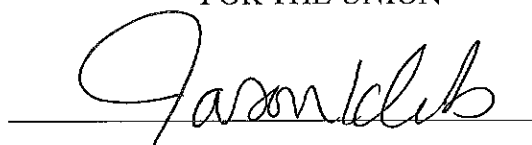
FOR THE COUNTY



Date:

4/5/19

FOR THE UNION



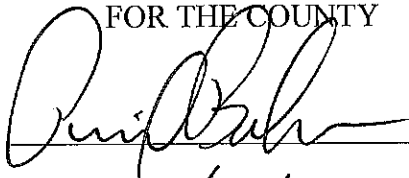
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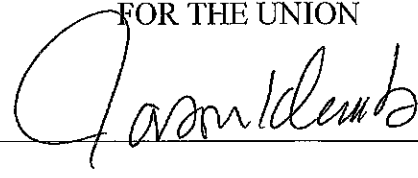
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SERVICE EMPLOYEE INTERNATIONAL UNION, LOCAL 1021  
April 5, 2019**

This side letter of agreement by and between the County ("County") and the Service Employees International Union Local 1021 ("Union"), hereinafter collectively called "the parties" confirm the parties' commitment as follows:

The County and Union agree that with respect to the meet and confer process presently under way under section 4.11 of the MOU for the Water Agency classification study, the 30 day timeline will be waived. In addition, it is understood and agreed that for the purpose of the subject Water Agency study, nothing in section 8.22 of the MOU precludes the parties from discussing and reaching mutual agreement on Water Agency specific comparable agencies for those Water Agency specific classes under review as part of the class study. Except as expressly provided by this side letter, section 4.11 remains fully in effect and applicable to the meet and confer process for the Water Agency classification study.

FOR THE COUNTY  
  
Date: 4/5/19

FOR THE UNION  
  
Date: 4-5-19