

PROPOSED SIDE LETTER AGREEMENT BETWEEN

COUNTY of SONOMA
AND
ENGINEERS AND SCIENTISTS OF CALIFORNIA, LOCAL 20 (ESC)

March 30, 2023

Proposal:

This side letter of agreement by and between the County of Sonoma ("County") and the Engineers and Scientists of California Local 20 ("Union"), hereinafter collectively called "the parties," confirm the parties' commitment no later than October 31, 2024, the parties will meet and discuss State Disability Insurance (SDI). Discussions will include how SDI could integrate with existing County and ESC leave programs and potential changes to current leave programs, including but not limited to:

- a) Sick Leave
- b) Short Term Disability
- c) Long Term Disability
- d) Paid Parental Leave
- e) 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) ESC 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

FOR THE UNION





DATE: 3/30/23

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