

**SIDE LETTER REGARDING PREMIUM FOR PROGRAM DIRECTORS**

Legal Aid at Work and ENGINEERS AND SCIENTISTS OF CALIFORNIA LOCAL 20, IFPTE AFL-CIO & CLC hereby agree to modify the collective bargaining agreement between the parties dated January 1, 2024 through December 31, 2026 as follows.

The parties agree that effective January 1, 2025, the premium for Program Directors referenced in Exhibit B at page 42 of the collective bargaining agreement shall be modified to state as follows:

“Program Director Annual Premium: \$15,000 for all Program Directors.”

Agreed to by the parties as of the dates listed below.

**ENGINEERS AND SCIENTISTS OF  
CALIFORNIA LOCAL 20,  
IFPTE AFL-CIO & CLC**

  
\_\_\_\_\_  
**Linda Shipley**  
**General Counsel &**  
**~~Assistant~~ Executive Director**

DATE 10/24/24

**LEGAL AID AT WORK**

  
\_\_\_\_\_  
**Joan Graff**  
**President**

DATE 11/8/2024