

LETTER AGREEMENT
Between ACLU of Northern California and IFPTE Local 20
Time-Limited Employee: Investigator

1. Background

Per the settlement of the *Coalition on Homelessness* litigation, the parties agreed that monitoring of San Francisco agencies' activities affecting individuals experiencing homelessness would occur. ACLU-NorCal assumed this role by creating a Time-Limited Investigator staff position for a five-year term. This position would not be permanent and would terminate automatically at the conclusion of the five-year term. The five-year term will commence on the Investigator's date of hire, and the employee will be notified in writing of the date the position will end at the time of hire.

2. CBA Framework

- a. The parties to this Agreement, acknowledge that the Collective Bargaining Agreement ("CBA") does not currently recognize a category of "Time- Limited Employee."
- b. The Union agrees by this Side Letter Agreement, to allow ACLU-NorCal to establish one (1) Investigator position for a fixed term of five (5) years, notwithstanding the absence of such a category in the CBA.
- c. By entering into this Side Letter Agreement, the Union waives any right to bargain further over the creation, duration, or termination of this position.

3. Entire Agreement

This Side Letter Agreement reflects the full and final understanding between ACLU-NorCal and the Union regarding the creation of the Time-Limited Investigator position.

For ACLU of Northern California

By: Elise Traynum

Name: Elise Traynum

Title: General Counsel

Date: 10/3/2025 | 1:22:36 PM PDT

For IFPTE Local 20

By: Liz Medrano-de la Cruz

Name: Liz Medrano-de la Cruz

Title: Union Representative

Date: 10/3/2025 | 1:47:21 PM PDT