

SIDE LETTER AGREEMENT

Superior Court of California, County of San Francisco (the Court) and
SEIU, Local 1021 (the Union)
Ratified on February 11, 2020

TERM

The Court and the Union agree to extend their current Memorandum of Understanding through August 31, 2021.

WAGES

a. As a result of the Court realizing assessment dollars from the Traffic revenue backlog, each full-time, permanent employee will receive a one-time payment of \$2,435, upon ratification. Eligible employees must be on paid status on the date this Side Letter is ratified by the Court. This amount will be prorated for less-than-full-time, permanent employees. Temporary and as needed employees will not be eligible for this payment, nor will retired annuitants. The payment will not be subject to retirement deductions.

b. If the CPI-based percentage change adjustment of BCP 20-05 realizes its intended budget change, the Court will make the corresponding percentage adjustment to employees' salaries, effective July 1, 2020.

c. Upon ratification, a 1% salary increase shall occur for represented employees.

d. Effective July 1, 2020, a 1% salary increase shall occur for represented employees.

e. Each represented employee who elected the Blue Shield Access+ (Employee + 2) health plan or the City plan (Employee +2) for calendar year 2020 will receive two lump sum payments in the amount of \$443 each. The first payment will be processed with the payment discussed in subsection "a." above, and the second will be processed in July 2020. To be eligible for these payments, represented employees must be actively employed upon ratification of this Side Letter Agreement and must have made the election of the Blue Shield Access+ (Employee + 2) plan of the City plan (Employee +2) during open enrollment in October 2019. These lump sum payments will not be subject to retirement deductions.

f. Effective July 1, 2020, covered employees will be eligible to "cash out" up to five days of any accrued leave credits (i.e., Vacation, Floating Holiday, Sick Leave, or Compensatory Time). The court will inform employees what process they should follow for cashing out the five days under this section.

HEALTH AND WELFARE

The Court shall contribute up to the maximum biweekly amounts listed below for each represented employee and dependent health benefits:

Through 2020	\$1,137
Effective 1/1/2021	\$1,231
Effective 1/1/2022	\$1,299

ECONOMIC COMMITMENT

Through August 31, 2020, the Court commits to refrain from:

1) Conducting layoffs of employees in the Union's represented classifications; and/or 2) Seeking financial concessions from these employees in the form of unpaid, mandatory furloughs.

GROUP TERM LIFE INSURANCE

Within 10 working days of ratification, the Court will notify the City and County of San Francisco Health Service System that the Court will increase its group term life insurance amount from \$25,000 to \$50,000 per permanent, represented employee at no cost to the employee.