

Side Letter – Special Recognition Pay

SEIU Local 1021 and the Napa County Office of Education (NCOE) agree to following provisions in special recognition of SEIU members’ ongoing dedication to supporting NCOE as an organization and the students served by NCOE programs in light of the extraordinary circumstances of the COVID-19 pandemic. Both SEIU and NCOE acknowledge that this agreement, which is being made despite the fact that the 2021-22 SEIU contract is closed for all compensation items, represents a unique one-time circumstance and shall not be considered a precedent for any future circumstances or contracts.

The provisions herein shall take effect immediately on full execution of this Side Letter.

Wages – Special Recognition Pay

All SEIU represented employees of NCOE shall receive a \$750 special recognition pay stipend to reflect the challenging work environment created by the COVID-19 pandemic.

The Napa County of Education shall distribute these special recognition stipends on the December 2021 payroll.

Should any other exclusive representative receive any one-time compensation in the 2021-22 fiscal year that exceeds the value of the benefits to represented employees this Side Letter confers, the provisions of this Side Letter shall automatically be revised to reflect and match this higher level of compensation unless SEIU expressly waives this right in writing.

If the special recognition stipend established under this Side Letter has already been distributed at that time, the Napa County of Education shall issue supplementary payments to all bargaining-unit employees to reflect the additional matching compensation within two (2) pay periods of the full execution of the superior one-time pay agreement.

For Service Employees International
Union (SEIU) Local 1021

Napa County Office of Education

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