

NAPA COUNTY SUPERIOR COURT
and
SEIU LOCAL 1021

SIDE LETTER OF AGREEMENT
RESTORATION OF FURLOUGH HOURS
and
EXTENSION OF MEMORANDUM OF UNDERSTANDING

(PUBLIC SERVICES GENERAL UNIT)

This Side Letter extends the term of the current Memorandum of Understanding effective July 1, 2015 through October 31, 2017. This Side Letter also restores previously negotiated bargaining unit furlough hours.

Effective April 8, 2017, full-time employees will return to a 40-hour workweek and part-time employees will have furlough-related hours restored. The current furlough implementation agreement between the parties provides for a 37.5-hour workweek. Allocated 40-hour employees take 2.5 hours unpaid time off on Friday afternoons and the Court is closed for services during that time period.

Terms and conditions corresponding to the implementation of this Side Letter are as follows:

1. TERM

Extension of the term of the MOU for one year from the current effective dates of July 1, 2015 through October 31, 2017 to and including October 31, 2018.

The parties agree to re-open the MOU for economic enhancements no later than January 31, 2018.

2. WAGES

Wages shall reflect the 6.25% increase commensurate with a 40-hour workweek for full-time employees, and the pro-rated equivalents for part-time employees.

3. TRANSITION

During the period between the Union's March 28, 2017 ratification of this agreement and the April 8, 2017 effective date of the restoration of furlough

hours, the Court agrees to exercise flexibility to the extent possible in approving employees' requests for paid time off while transitioning back to their regular work schedules.

4. VOLUNTARY TIME OFF

Voluntary Time Off (VTO) provisions shall be suspended for the term of this MOU.

5. VACATION CASH OUT

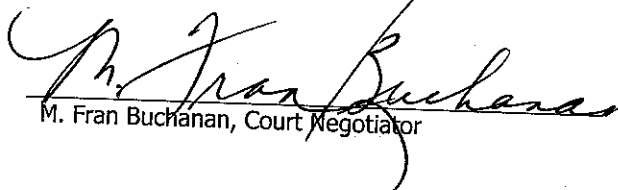
Vacation Cash Out provisions shall be suspended for the term of this MOU.

For Napa Superior Court



Richard Feldstein, CEO



Lisa Skinner, CFO



Rebecca Simon, HR Analyst



M. Fran Buchanan, Court Negotiator


For SEIU 1021


Andrea Zanetti
Union Negotiator
SEIU Local 1021


Debra Cravea
SEIU Local 1021 Bargaining Team Member


Karen Kronquest Vanderschoot
SEIU Local 1021 Bargaining Team Member


Vicki Metz
SEIU Local 1021 Bargaining Team Member


John Stead-Mendez
Executive Director
SEIU Local 1021


Timothy Gonzalez
Regional Director
SEIU Local 1021