

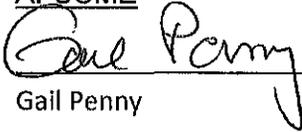
SIDE LETTER OF AGREEMENT BETWEEN
THE AMERICAN FEDERATION OF STATE, COUNTY & MUNICIPAL EMPLOYEES (AFSCME)
AND
THE STATE OF CALIFORNIA

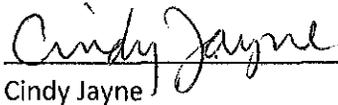
This Agreement represents the full and complete understanding reached by and between the parties at the conclusion of Meet and Confer negotiations on February 26, 2016 regarding the changes in the Business and Professional Code 17505.2 pursuant to Article 7.19 (Recreation Therapist) of the Bargaining Unit 19 (BU19) Memorandum and Understanding (MOU). The agreement shall become an addendum to the current BU19 MOU which expires on July 1, 2016.

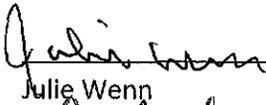
1. If the State Personnel Board's classification specification or legal requirement lists more than one certifying or licensing body which meets the minimum qualifications of that classification, the State will not restrict an employee to a specific certifying or licensing body. Employees will be required to maintain and provide the employer proof of eligibility, certification or license from one certifying or licensing body. However, at the expiration of their current eligibility, certification or license, employees may change the certifying or licensing body they have on file by providing the employer with proof of the new eligibility, certification, or license.

2/26/16

AFSCME


Gail Penny


Cindy Jayne


Julie Wenn

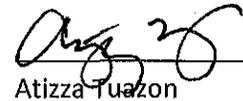

Duv Cardenas

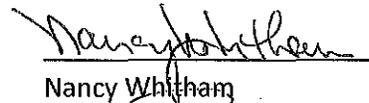
STATE

2/26/16

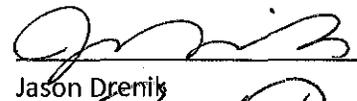

Candace Murch


Krista Whisler

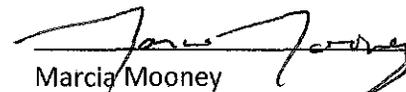

Atizza Tuazon

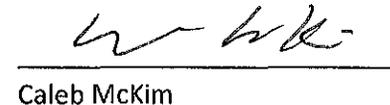

Nancy Whitham


Jeannette Sanders


Jason Drenik


Angela Ponciano


Marcia Mooney


Caleb McKim