

**MANAGEMENT COUNTER PROPOSAL**

**Bargaining Unit: 19**

Date: 05/25/2021

**Exclusive representative: AFSCME**

Time: 1:35 pm

**SIDE LETTER #3 – Modifying the 2020 COVID-19 Pandemic Recession-Side Letter**

This Agreement is a Side Letter of the current Memorandum of Understanding (MOU) effective July 1, 2016 through July 1, 2020, between the American Federation of State, County and Municipal Employees (AFSCME) Bargaining Unit 19 (BU 19) and the State of California (State).

This Side Letter will be incorporated into any successor Agreement reached between AFSCME, BU 19 and the State prior to July 2, 2022.

**I. Termination of Pay Decreases and Suspensions**


**A. Personal Leave Program 2020**

Effective the first day of the pay period following ratification by both parties, the Personal Leave Program 2020 (PLP 2020) will end. This will result in the elimination of the 9.23% reduction of employees' pay. Employees will no longer receive PLP 2020 leave credits effective the first day of the pay period following ratification. Provisions related to the use and compensability of PLP 2020 leave credits will remain unchanged.

**B. Employee Portion of OPEB (Article 11.11)**

Notwithstanding Government Code Sections 22940, 22942, 22943, 22944, 22944.2, 22944.3, and 22944.5, the employees' monthly contribution for prefunding other post-employment benefits for the 2020-21 fiscal year, as described in BU 19 Article 11.11, paragraph A, was suspended and was not withheld from employees' salaries. The employer's monthly contribution for prefunding other post-employment benefits continued in the 2020-21 fiscal year, as described in BU 19 Article 11.11, paragraph A.

Effective on the first day of the pay period following ratification by both parties, BU 19 Article 11.11 will be in full effect and the employees' monthly contributions for prefunding other post-employment benefits will resume.

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6/8/21  
  
Cliff Leo Tillman, J.