

Side Letter between
Service Employees International Union, Local 1000 (SEIU 1000)
And
State of California
Date: April 14, 2022

The purpose of this side letter is to update the Annual Leave language in Article 18.1 (Permanent Intermittent [PI]) to reflect the application of the Annual Leave program and eligibility requirements specific to PI employees.

Upon ratification, Section 18.1(F)(4) of the SEIU 1000 MOU in effect from January 2, 2020 – June 30, 2023, is amended to read:

Annual Leave – A PI employee will be eligible for annual leave credit with pay, on the first day of the following qualifying monthly pay period following completion of ~~nine hundred sixty (960)~~ one hundred sixty (160) hours of compensated work.

Thereafter, a PI employee will be eligible for annual leave credit with pay in accordance with the schedule in section 8.1(C), on the first day of the qualifying monthly pay period following completion of each period of one hundred sixty (160) hours of paid employment. The hours in excess of one hundred sixty (160) hours in a qualifying monthly pay period shall not be counted or accumulated.

When it is determined that there is a lack of work, a department head or designee may:

- a. Pay the PI employee in a lump-sum payment for accumulated annual leave credits; or
- b. By mutual agreement, schedule the PI employee for annual leave; or
- c. Allow the PI employee to retain the employee's annual leave credits; or

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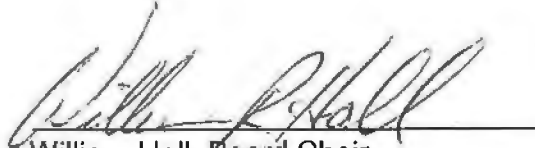
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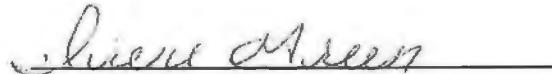
- d. Effect a combination of a, b, or c, above.
- e. A PI employee will be subject to the provisions of section 8.1,
Vacation/Annual Leave.



Brian Lin Walsh
CalHR Labor Relations Officer



William Hall, Board Chair
SEIU Local 1000



Irene Green, VP of Bargaining
SEIU Local 1000