

Side Letter of Agreement
Service Employees International Union, Local 1000
Bargaining Units 1, 3, 4, 11, 14, 15, 17, 20, 21

Side Letter - Health Care Facility Retention Payment

This agreement is a Side Letter of the current Memorandum of Understanding (MOU) effective January 2, 2020, through June 30, 2023, between the Service Employees International Union – Local 1000 (SEIU) and the State of California.

In recognition of those who have been in-person supporting the delivery of care to the most acute patients during the COVID-19 pandemic, each eligible full-time employee shall receive a one-time payment as follows:

Eligibility for \$1450 Payment:

1. Employee is employed in a correctional facility, correctional health facility, State Hospital, Veteran's home, and/or Developmental Services facility, and
2. Employee must have been employed by the State, in a facility listed in 1. above, on January 1, 2022, and must have remained employed by the State, in a facility listed in 1. above, upon the first day of the pay period following ratification, and
3. Employee was in-person providing services onsite more than 50% of the time during the pandemic.

Eligibility for \$1000 Payment:

1. Employee is employed at California Department of Public Health (CDPH) in one of the following classifications: Nurse Consultant I, II, III; Health Facilities Evaluator Nurse; Public Health Nurse; Laboratory

Assistant; Senior Laboratory Assistant; Public Health Laboratory Technician I, and

2. Employee must have been employed by CDPH, in a classification listed in 1. above, on January 1, 2022, and must have remained employed by CDPH, in a classification listed in 1. above, upon the first day of the pay period following ratification, and
3. Employee was in-person providing services onsite at a lab or a 24/7 care facility more than 50% of the time during the pandemic.

Eligibility for \$625 Payment:

1. Employee is employed at the State Special School for the Deaf or Blind, and
2. Employee must have been employed by the State, in a facility listed in 1. above, on January 1, 2022, and must have remained employed by the State, in a facility listed in 1. above, upon the first day of the pay period following ratification, and
3. Employee was in-person providing services onsite more than 50% of the time during the pandemic.

Any disputes related to the eligibility of this retention payment shall be initiated at Step 2 (Department Level) of the grievance procedure. CalHR shall be the final level of review.

FOR THE UNION:



Irene Green
Vice President of Bargaining
SEIU Local 1000
August 19, 2023

FOR THE STATE:



Steven González-Lederer
Principal Labor Relations Officer
CalHR
August 24, 2023