

**Bargaining Unit: 8**

**Exclusive Representative: CAL FIRE L2881**

**Side Letter - Special Payments to Certain Persons (Labor Code Section 4811)**

**Management Proposal:**

This agreement is a Side Letter between CAL FIRE Local 2881 and the State of California. The State and CAL FIRE Local 2881 agree to the following:

- (1) All Bargaining Unit 8 employees employed by the Department of Forestry and Fire Protection (CAL FIRE) shall be eligible for full salary benefits in lieu of the Enhanced Industrial Disability Leave provided by Government Code section 19871.3.  
This section shall be effective for dates of injury that occur on or after November 1, 2022.
- (2) The parties agree to support the mutually agreed upon statutory language regarding Labor Code section 4811 to effectuate section (1), which statutory language shall be submitted for the Legislature's approval simultaneously with this provision. Upon enactment, the statutory language shall be controlling for all purposes. Labor Code section 4811 shall not be subject to grievance and arbitration procedures.
- (3) Disputes concerning Enhanced Industrial Disability Leave provided by Government Code section 19871.3 arising on or before the effective date of Labor Code section 4811 shall be subject to the grievance procedures up to the Director of CAL FIRE, which decision shall be final and shall not be subject to arbitration.

Lily Cervantes 7/28/22  
Lily Cervantes DATE  
Labor Relations Officer  
Labor Relations, CalHR

Tim Edwards 7/28/22  
Tim Edwards DATE  
President  
CAL FIRE L2881

Peter Boctor 7/28/22  
Peter Boctor DATE  
State Rank and File Director  
CAL FIRE L2881