Side Letter of Agreement

Between

Cal Fire Local 2881

(Bargaining Unit 8)

and

The State of California

The State of California and Cal Fire Local 2881 agree to modify Article 10.4 (Sick Leave) of the existing agreement that expires on July 1, 2017, to include recently enacted legislation that modified California Government Code 19859 to provide the following Sick Leave benefit:

> *In addition to any other entitlement for sick leave with pay, a state officer or employee hired on or after January 1, 2016, who is a military veteran with a military service-connected disability rated at 30 percent or more by the United States Department of Veterans Affairs shall be entitled to additional credit for sick leave with pay of up to 96 hours for the purpose of undergoing medical treatment for his or her military service-connected disability. Credit for sick leave granted under this subdivision shall be credited to a qualifying officer or employee on the first day of employment and shall remain available for use for the following 12 months of employment. Sick leave credited pursuant to this subdivision that is not used during the 12-month period shall not be carried over and shall be forfeited. Submission of satisfactory proof that sick leave granted under this subdivision is used for treatment of a military service-connected disability may be required pursuant to rules adopted by the department.*

Pam Manwiller December 14, 2015 — 12/14/2015

State of California, CalHR Date — Cal Fire Local 2881 Date