

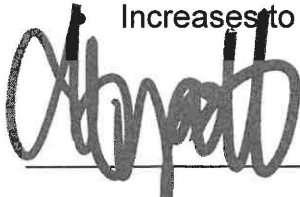
Side Letter of Agreement between the California Association of Highway Patrolmen (CAHP), Bargaining Unit 5, and the State of California

As identified in the State's notice to CAHP dated May 14, 2020, the May Revision of the 2020-2021 Budget Act proposed a savings in employee compensation which equates to approximately 10 percent. In view of this fiscal emergency, we requested to immediately meet with CAHP. The parties were also encouraged by the Legislature, through the Budget Act, to seek resolution through collective bargaining if possible. As a result of these negotiations, the parties have reached an agreement that is currently pending CAHP ratification.


Subject to control section 3.90 of the 2020-2021 Budget Act, in order to achieve these reductions, effective July 1, 2020, a furlough program has been established for employees represented by Bargaining Unit 5, until an agreement is fully ratified. This furlough program will reduce the wages of represented employees equal to 9.23 percent.

As such, CAHP and the State, in consideration for the tentative agreement that is currently pending CAHP ratification that was reached by the parties dated June 29, 2020, and that achieves the necessary savings, agree to suspend the following for the July 2020 pay period:

- The \$920 per year allowance for uniforms provided for in Section 68.
- The \$25 per month for uniform maintenance and cleaning provided for in Section 68.
- The employer and employee shares for Prefunding of Postretirement Health Benefits (OPEB) provided for in Section 42.
- Increases to employee retirement contributions provided for in Section 37.



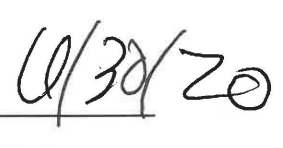
State of California



Date



CAHP



Date