

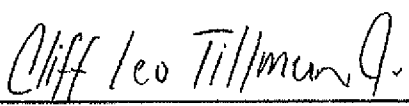
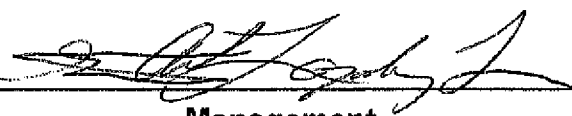
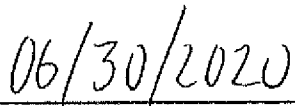
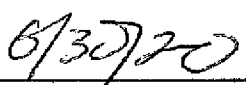
**Side Letter of Agreement between the American Federation of State,
County, and Municipal Employees (AFSCME),
Bargaining Unit 19, and the State of California**

As identified in the State's notice to AFSCME 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 AFSCME. 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 AFSCME ratification.

Subject to control section 3.90 of the 2020-2021 Budget Act, in order to achieve these reductions, effective July 1, 2020, a program has been established for employees represented by Bargaining Unit 19, until an agreement is fully ratified. This program will reduce the wages of represented employees equal to 9.23 percent.

As such, AFSCME and the State, in consideration for the tentative agreement that is currently pending AFSCME ratification that was reached by the parties dated June 23, 2020, and that achieves the necessary savings, agree to suspend the following for the July 2020 pay period:

- The ^{TC SAGL} ~~employer and~~ employee shares for Prefunding of Postretirement Health Benefits (OPEB) provided for in Article 11.11, paragraph A.

	
Union	Management
	
Date	Date