

**2022 Side Letter Agreement**  
**By and between**  
**Superior Court of California, County of San Luis Obispo**  
**And**  
**Service Employees International Union, Local 620**

This Agreement is a Side Letter to the Memorandums of Understanding, October 1, 2021, to September 30, 2023 (MOU) between the Superior Court of California, County of San Luis Obispo (Court) and Service Employees' International Union, Local 620, Miscellaneous and Technical Units (Union). All other terms of the October 1, 2021, through September 30, 2023, MOU will remain in full force and effect, except as modified herein.

This Agreement is intended to meet the obligation under MOU Article 13, Section 1, which states, "Effective August 1, 2022, the parties shall reopen this Agreement for the purposes of meeting and conferring over an additional increase to straight time hourly wages only. It is the intent of the parties to conduct these negotiations during the period between August 1, 2022, and August 31, 2022. Any increase to the base-wage must be reached by mutual agreement only."

Pursuant to this reopener clause, the Court and Union agree to amend MOU Article 13 – Pay Practices, Section 1 – Salaries, as follows:

Effective the pay period that includes October 1, 2021, or following ratification, whichever is later, employees will receive a four percent (4%) ongoing base-wage increase.

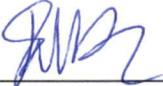
Effective the first pay period following ratification, or the pay period that includes January 1, 2022, whichever is the employee's preference, Court employees on payroll as of the ratification date, will receive a one-time non-base building, non-precedential lump-sum payment of \$1,500. This payment is taxable and will be subject to applicable payroll withholdings.

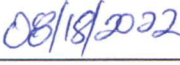
Effective the pay period that includes October 1, 2022, employees will receive a ~~two and one quarter percent (2.25%)~~ seven percent (7%) ongoing base-wage increase.

Effective August 1, 2022, the parties shall reopen this Agreement for the purposes of meeting and conferring over an additional increase to straight time hourly wages only. It is the intent of the parties to conduct these negotiations during the period between August 1, 2022, and August 31, 2022. Any increase to the base-wage must be reached by mutual agreement only.

The parties may execute this Side Letter Agreement in separate counterparts and will deem a facsimile or scanned copy of the signatures of the parties' authorized representatives as an original.

FOR THE UNION

  
\_\_\_\_\_  
Darryl Scheck  
Executive Director

  
\_\_\_\_\_  
Date

FOR THE COURT

  
\_\_\_\_\_  
Michael Powell  
Court Executive Officer

  
\_\_\_\_\_  
Date