

SIDE LETTER of AGREEMENT
Between the
Santa Clara Valley Water District
And the
Engineers Society, IFPTE Local 21
Regarding
Exempt Leave

Following meeting and conferring in good faith and in accordance with the provisions of State law and Santa Clara Valley Water District (District) regulations, this agreement between the District and the Engineers Society, IFPTE Local 21 bargaining unit (Union), represents final understanding and agreement on the following:

The parties agree to the following provisions with regards to exempt leave:

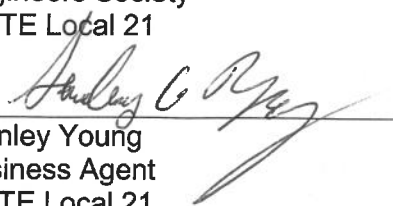
1. Exempt leave of twenty (20) hours per year will be credited effective the first pay period in July of each year.
2. Exempt leave must be approved for use in advance by the employee's manager.
3. Employees beginning District employment or returning from unpaid leave after the date of issuance shall have a prorated amount of exempt leave credited to them, computed on a twenty-six (26) pay period basis.
4. Exempt leave shall not be accumulated from one (1) year to the next. Any exempt leave remaining to the employee's credit at the end of the pay period prior to that pay period when the next year's exempt leave is credited shall be lost.
5. Eligible part time employees will be issued a prorated number of exempt leave hours based on their full-time equivalency percentage.

Authorized Union Representative:



George Cook
President
Engineers Society
IFPTE Local 21

Date: 6/4/18



Stanley Young
Business Agent
IFPTE Local 21

Date: 6/4/18

Authorized District Representative:



Michael Baratz
Labor Relations Officer
Santa Clara Valley Water District

Date: 6/4/18

