

SIDE LETTER of AGREEMENT**Between****Valley Water****And****AFSCME Local 101, AFL-CIO, Employees Association****Regarding****Paid Leaves****Article 7, Section 4 – Vacation Cash Out**

Following meeting and conferring in good faith and in accordance with the provisions of State law and Santa Clara Valley Water District (Valley Water) regulations, this agreement between Valley Water and AFSCME Local 101, AFL-CIO, Employees Association (Union), represents final understanding and agreement on the following, effective immediately.

The Union and Valley Water agree that an employee may cash out his or her accrued vacation hours not to exceed 80 hours or the number of hours equal to 100% of his or her vacation annual accrual rate whichever is greater. The cash out timelines must be in accordance with Valley Water policy. The MOU is the superseding document concerning the house and percentage of cash out.

Authorized Union Representative:

Chris Pilson
President
Employees Association
AFSCME Local 101, AFL-CIO

Date: _____

Carol McEwan
Business Agent
AFSCME Local 101, AFL-CIO

Date: _____**Authorized District Representative:**

Laura Harbert
Acting Labor Relations Officer
Valley Water

Date: _____