



SIDE LETTER of AGREEMENT
Between
Valley Water
And
Engineers Society, IFPTE Local 21
Regarding
Tuition Reimbursement

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 Engineers Society, IFPTE Local 21 (Union), represents final understanding and agreement on the following, effective immediately.

The following language shall supersede the Union’s 2018-2021 Memorandum of Understanding, Article 9, Section 1, A – D, Tuition Reimbursement.

- A. The Society and Valley Water agree that it is in the best interest of both, for not only the employee to initiate but Valley Water to provide, training and other opportunities to further facilitate an employee’s career development.
- B. In accordance with Valley Water policy, an employee with six (6) or more months of continuous service may be reimbursed for tuition or expense payments incurred in taking courses outside of normal working hours related to Valley Water employment. All such requests for reimbursement must be approved by the Valley Water prior to taking the course. The course content must have some direct relationship to the work of Valley Water.
- C. Upon approval of a course/program, and completion with a passing grade of C or better (Pass in the cases where only Pass/Fail is given or evidence of attending the course/program in full where no grade or Pass/Fail is given) the employee will be reimbursed the cost of the tuition and other costs such as laboratory fees and assigned textbooks/e-books. Total tuition reimbursement shall not exceed \$2,500 in a fiscal year. No unpaid balances over the maximum will be carried forward to the next fiscal year.

Authorized Union Representative:

DocuSigned by:
Marisela M. Garcia
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Date: 11/30/2020

Marisela Garcia
President
Engineers Society
IFPTE Local 21

DocuSigned by:
Stanley Young
71345991D17949B...
Date: 11/30/2020

Stanley Young
Business Agent
IFPTE Local 21



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Authorized District Representative:

DocuSigned by:
Laura Harbert
3960C17D8963498

Laura Harbert
Acting Labor Relations Officer
Valley Water

Date: 11/30/2020
