



Clean Water • Healthy Environment • Flood Protection

**SIDE LETTER of AGREEMENT**

**Between  
Valley Water  
And**

**Engineers Society, IFPTE Local 21**

**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 Engineers Society, IFPTE Local 21 (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 hours and percentage of cash out.

**Authorized Union Representative:**

DocuSigned by:  
Marisela M. Garcia  
707049A7E5964D9...  
Marisela Garcia  
President  
Engineers Society  
IFPTE Local 21

**Date:** 11/30/2020

**Authorized District Representative:**

DocuSigned by:  
Stanley Young  
71345891D17049B...  
Stanley Young  
Business Agent  
IFPTE Local 21

**Date:** 11/25/20

Laura Harbert  
Laura Harbert  
Acting Labor Relations Officer  
Valley Water

**Date:** 11/30/20

