

Distributed on August 8, 2022

SIDE LETTER AGREEMENT

To the Memorandum of Understanding

Between the County of Solano and International Union of Operating Engineers, Local 39
Unit #10

Regarding Lump Sum Payment for Early Settlement

This will confirm an understanding reached between the County of Solano (hereinafter referred to as the "County") and International Union of Operating Engineers, Local 39 (hereinafter referred to as the "Union"), representing Unit 10. Collectively, County and Union are hereinafter referred to as "the parties."

To encourage the early settlement of the successor collective bargaining agreement, upon the County's receipt of the signed, ratified Memorandum of Understanding, employees as of September 4, 2022 shall receive the following lump sum payment by the last pay day in November 2022:

- If the Union returns the signed, ratified Memorandum of Understanding to the Director of Human Resources on or before September 16, 2022, then employees shall receive a lump sum payment of one thousand dollars (\$1000).
- If the Union returns the signed, ratified Memorandum of Understanding to the Director of Human Resources after September 16, 2022, but on or before September 30, 2022, then employees shall receive a lump sum payment of six hundred dollars (\$600).
- If the Union returns the signed, ratified Memorandum of Understanding to the Director of Human Resources after September 30, 2022, but on or before October 21, 2022, then employees shall receive a lump sum payment of three hundred dollars (\$300).
- If the Union returns the signed, ratified Memorandum of Understanding to the Director of Human Resources after October 21, 2022 then there shall be no supplemental payment to employees under this Side Letter Agreement.
- The parties intend that the lump sum payment is not subject to CalPERS reporting of benefits.
- A part-time employee shall receive a pro-rata amount based on the employee's full-time equivalence.