

**SIDE LETTER AGREEMENT BETWEEN
HARBOR REGIONAL CENTER AND SEIU LOCAL 721
RE: ARTICLE 34 WAGE REOPENER**

- Pursuant to the terms of Article 34 of the CBA entered into by Harbor Regional Center (“HRC”) and SEIU Local 721 on July 8, 2022, the parties agree to the following side letter.

- This side letter shall confirm that the parties have reached the following agreement during this wage reopener:
 - Vacation Payment In Lieu: Eligible employees may request payment in lieu of vacation time based on their accrued vacation balance as of Friday, May 31, 2024. Employees will be required to submit a Vacation Payment in Lieu form by Thursday, June 13, 2024. Payment will be made on Friday, June 28, 2024.

This one-time only payment is not contained in the collective bargaining agreement.

- One-Time Remote “Work From Home” Allowance: All employees active on Friday June 21, 2024, shall receive a one-time remote “work from home” allowance of \$300. Employees must submit an acknowledgement form by Friday, June 14, 2024, to receive the allowance. Payment will be made on Friday, June 28, 2024.

This one-time only payment is not contained in the collective bargaining agreement.

- One-Time Supplemental Retirement Contribution: The supplemental contribution to the Retirement Plan will be paid to each active employee as of the end of a pay period, yet to be determined, prior to June 30, 2024, in the amount of 1.00% of the regular salary paid during the one year prior to and including that date (twenty-six [26] pay periods). This contribution is subject to Harbor Developmental Disabilities Foundation Board’s approval.

This one-time only payment is not contained in the collective bargaining agreement.

- One-Time Only Lump Sum Payment: HRC shall provide a one-time lump sum payment to all employees active on June 28, 2024. The amount will be equal to the cumulative earnings for the past twenty-six (26) pay periods prior to and including June 21, 2024 divided by twenty-six (26) times 110%. The earnings reflect the period from Monday, June 26, 2023 to Friday, June 21, 2024. The one-time lump sum will be paid on Friday, July 12, 2024.

This one-time only payment is not contained in the collective bargaining agreement.

- Cost of Living Adjustment (COLA): Effective September 2, 2024, the salary schedule for all employees shall be increased by one and a half percent (1.5%).

It is so agreed:

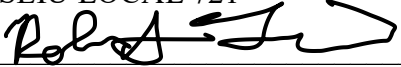
HARBOR REGIONAL CENTER



DATE:

June 13, 2024

SEIU LOCAL 721



Robert Feria, Chief Negotiator

DATE:

6/11/2024
