

SIDE LETTER OF AGREEMENT

LOCAL 1021, SEIU, CTW

AND

THE ARC SAN FRANCISCO

SAN FRANCISCO, CALIFORNIA

The purpose of this side letter is to acknowledge the agreement reached between The Arc San Francisco (the Employer) and Local 1021, SEIU, CTW (the Union) regarding Field Pay and Travel Stipend.


Field Pay

For the period August 1, 2020 – December 31, 2020 employees in the DSP classifications performing field-based support services will receive a differential of \$2.00 per hour for all hours worked with participants "Face to Face". To be eligible for the differential employees must document all in person time on their time sheets. Travel time, paperwork time and any other time worked outside of in person support do not qualify for differential pay. The parties will revisit Field Pay in December 2020 for possible continuation into 2021.

Travel Stipend

For the period November 1, 2020 – December 31, 2020 the Employer will provide employees providing in person support services to participants in the field with a monthly travel stipend in the amount of sixty dollars (\$60.00) per month. The parties will revisit the Travel Stipend in December 2020 for possible continuation into 2021.

For The Arc San Francisco: For SEIU Local 1021, CTW:


Stacy Cue Ron Rhone

Date: 12/18/2020 Date: 11-16-2020

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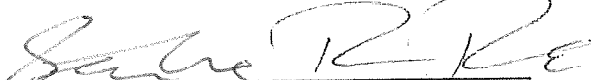
Effective September 16, 2019 The Arc San Francisco (Employer) granted SEIU Local 1021 (Union) recognition for representation of the Health Advocate classification. The purpose of this side letter is to incorporate the wages and terms of conditions of employment for the Health Advocate classification. The Health Advocate classification is hereby incorporated into Article 1. Recognition, Section 1.01 Bargaining Unit. of the July 1, 2019 through December 31, 2021 collective bargaining agreement between The Arc San Francisco and SEIU Local 1021. In addition, the Employer and the Union agree to amend the collective bargaining agreement with respect to the Health Advocate classification as follows:

Article 10. Wages, Section 10.02. 2019 Increase. Health Advocate will be included in Job Grade G of the wage chart.

Article 10. Wages, Section 10.04 Training Differential. Health Advocates shall receive the training differential when assigned shadowing duties for a newly hired or assigned Health Advocate.

Article 12. Hiring and Employment, Section 12.07 Permanent Job Vacancies. include the Health Advocate in the last paragraph to read: "The Employer may depart from the above order of preference if the successful external applicant for the vacancy is better qualified to perform the work as determined by the Employer, however, such determination shall be subject to the grievance procedure in accordance with this Agreement except for the selection process for the DSP II and Health Advocate positions. The selection process for the DSP II and Health Advocate positions is not subject to the grievance process on the basis of seniority.

For The Arc San Francisco: For SEIU Local 1021, CTW:



Stacey Cue

Ron Rhone

Date: 12/8/2020 Date: 11-16 2020