SIDE LETTER
Service Employees International Union (SEIU), Local 721

EQUITY INCREASE

Effective the pay period following Board approval of this side letter agreement, the County shall provide the following classifications with a seven and one half percent (7.50%) equity increase:

- Laboratory Technologist I
- Laboratory Technologist II
- Laboratory Technologist III

Employees receiving an equity shall not have their service hours reset and shall, if applicable, advance to the next step upon completion of 2,080 service hours from their most recent merit advancement in accordance with the requirements of the Merit Advancements Article.

LABORATORY TECHNOLOGIST MODIFIED BENEFIT OPTION

Effective Benefit Plan Year 2017/2018, the County shall increase the Modified Benefit Option differential for the Laboratory Technologist I, Laboratory Technologist II, and Laboratory Technologist III to $1.75/hour, establish a $25 match to Flexible Spending Account, and eliminate the County contribution to the Retirement Medical Trust.

LOW CENSUS

The County and SEIU Local 721 shall continue to meet to establish a Low Census provision in case conditions arise in the future that may require the utilization of such provision.

NEW PER DIEM LABORATORY TECHNOLOGIST CLASSIFICATION

As soon as practicable following Board approval of this side letter agreement, the County shall establish a new Per Diem Laboratory Technologist classification.

APPROVAL

On behalf of the Service Employees International Union, Local 721

[Signature]
SEIU, Local 721

4/24/17
Date

On behalf of the County of San Bernardino

[Signature]
Bob Windle, County Labor Relations Chief
County Administrative Office

4/24/17
Date