

## SIDE LETTER AGREEMENT

Between County of San Mateo and San Mateo County Council of Engineers

**Re: Employment Development Department (EDD) State Disability Insurance (SDI)**

This Side Letter Agreement is entered into by and between the County of San Mateo ("County") and the San Mateo County Council of Engineers ("SMCCE") (collectively referred to as the "parties"). This agreement shall confirm certain understandings negotiated as part of the Memorandum of Understanding covering the period of February 24, 2019 – February 19, 2022.

By this side letter, the parties agree as follows:

SMCCE wishes to participate in SDI and SMCCE and the County have negotiated and agree that County Human Resources will request that the Board of Supervisors file an application with the EDD to elect SDI coverage for the SMCCE employees.

As such, effective July 1, 2019, employees of this bargaining unit will be opted into the SDI program, pending approval of the application by the EDD. Payments into the SDI fund will begin being deducted from their pay shortly thereafter.

The parties understand that SMCCE employees will not immediately be eligible to submit a claim with the EDD for SDI benefits. According to the EDD's online calculator, if SMCCE employees begin participation in the SDI program on July 1, 2019, they will be able to receive benefit payments starting January 1, 2020. The parties agree that County is not responsible for accuracy of the EDD's calculator. Employees may be eligible for SDI payments sooner, especially those that have come from a position that participated in SDI within the last 18 months. Employees should consult directly with the EDD on questions on the timing of eligibility.

In order to avoid a gap in disability insurance coverage, SMCCE employees can continue paying the Expanded Short-Term Disability Benefits during the same period of time up to January 1, 2020 in the event that they needed to file an Expanded Short-Term Disability claim between July 1, 2019 and December 31, 2019. It is the responsibility of the employee to disenroll from Expanded Short Term Disability during the cut-over period (July 2019 through December 2019) if they so choose. The County will send out targeted emails to all impacted employees explaining the pros and cons of doing so.

FOR THE COUNTY



Michelle Kuka

Employee and Labor Relations Manager

Date: 6/19/19

FOR THE UNION



Alan Velasquez

SMCCE President

Date: 6/19/19