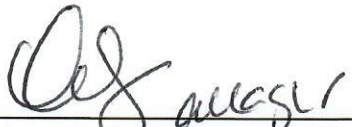


SIDELETTER BETWEEN
SAN DIEGO COMMUNITY COLLEGE DISTRICT AND
AFT GUILD, LOCAL 1931 NON-ACADEMIC, NON-CLASSIFIED EMPLOYEES


The parties agree to the following terms regarding the implementation of Senate Bill 616 in regards to the Non-Academic, Non-Classified (NANC) Employees Bargaining Unit.

Effective January 1, 2024

1. All current and rehired NANC employee, will cease accruing a monthly paid sick leave allocation.
2. Effective January 1, 2024, and each year thereafter, all NANC employees will be advanced forty (40) hours of paid sick leave for the calendar year, in addition to any accrued hours that may have rolled over from the prior calendar year.
3. NANC employees hired after January 1 will be advanced forty (40) hours of sick paid leave for the calendar year regardless of when they are hired in the calendar year.
4. A physician's statement will not be required for the first five (5) days, or equivalent of five (5) days (i.e. 40 hours), of sick leave usage per calendar year. A physician's statement shall only be required for sick leave in excess of the equivalent of five consecutive days,
5. Sick leave may be used in increments of 15 minutes for any of the following reasons.
 - a. Diagnosis, care, or treatment of an existing health condition of, or preventive care for, an employee or an employee's family member. "Health condition" includes both physical and mental health related issues.
 - b. For an employee who is a victim of domestic violence, sexual assault, or stalking.
6. For the purpose of paragraph 5, "family member" means any of the following:
 - a. Employee's spouse, domestic partner, guardian, or ward.
 - b. Employee's and their current spouse's or domestic partner's parent, step-parent, grandparent, child, grandchild, stepchild, sibling, sibling-in-law, step-sibling, child-n-law.
 - c. One designated person that is designated by the unit member at the time they request leave, not to exceed one designated person per 12-month period.
7. District will not provide compensation to an employee for accrued, unused paid sick leave upon termination, resignation, retirement, or other separation of employment as a NANC employee.
8. NANC employees who are not CalPERS members who subsequently accept a Classified or Faculty position within the District will have their accrued sick leave balance transferred to that new assignment, but said accrued sick leave shall not count towards service credit in that new assignment.
9. NANC employees who are CalPERS members whose effective date of retirement with CalPERS is within 120 (one hundred and twenty) days of the last day of service with the District shall be credited at retirement with service credit for each accumulated, unused, paid sick leave in accordance with state law in effect as of the unit member's effective date of retirement.



Aimee Gallagher, Acting Vice Chancellor,
People, Culture, and Technology Services



Jim Mahler, President
AFT Guild, Local 1931

Date: 4/3/24

Date: 4/3/24