Kern County
Agt. # 350-2022

Amendment No. 1 to
Side Letter Agreement
Between the County of Kern
and
Service Employees' International Union, Local 521

This Amendment No. 1 to Side Letter Agreement #771-2021 ("**Amendment**") is entered into on this 14th day of June, 2022, between COUNTY OF KERN ("**County**"), a political subdivision of the State of California, and SERVICE EMPLOYEES' INTERNATIONAL UNION, LOCAL 521 ("**SEIU**"). County and SEIU may be individually referred to as "**Party**" and collectively as "**Parties**."

The Parties, after having met and conferred in good faith, mutually agree to continue permitting contracting out of physical therapy and occupational therapy services to traveling vendors, as follows:

1. The Parties previously executed Side Letter Agreement #771-2021 ("Agreement"), dated December 14, 2021, that allows the County to contract out to physical therapy and occupational therapy service vendors in order to supplement regular, SEIU-represented employees and cover needed services in the absence of adequate numbers of regular staff.

2. The Parties agree to extend the Agreement allowing contracting out of physical and occupational therapy services to local vendors for an additional six months.

3. The County agrees to continue efforts to recruit regular, SEIU-represented employees to provide physical and occupational therapy services.

4. The Parties agree to meet and confer further to find long-term solutions for the current shortage in staffing, including but not limited to addressing issues with recruitment and retention in physical therapy and occupational therapy classifications through changes to job specifications and compensation.

5. This Amendment shall be effective on the date first written above, and shall expire December 31, 2022, unless the Parties mutually agree in writing to extend the duration.

6. Except as specifically provided herein, all provisions, terms, and conditions in the current or successor Collective Bargaining Agreement(s) between County and SEIU ("**MOU**"), as amended, as well as the Agreement, shall remain in full force and effect. If any specific provision, term, or condition contained herein is in direct conflict with any provision, term, or condition of the current or successor MOU or Agreement, as amended, the specific provision of this Amendment shall control.

7. No provision, term, or condition of this Amendment shall be modified, waived, changed, breached, or terminated, without written mutual agreement of the Parties.

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SERVICE EMPLOYEES'
INTERNATIONAL UNION, LOCAL 521:

Yvonne Davila
Regional Director, SEIU, Local 521

COUNTY OF KERN:

Chairman, Board of Supervisors

Devin Brown
Chief Human Resources Officer

Approved as to Form
County Counsel