

Side Letter Agreement Between
Service Employees International Union Local 721
and
Conejo Recreation and Park District
Regarding New Employee Orientation

The Conejo Recreation & Park District shall provide the Union written notice of both Employer-wide and department-level new employee orientations [no matter how few participants, and whether in person or online] at least (10) business days, or as soon as reasonably practical, prior to the event. Representatives of Union shall be permitted to make a presentation of up to thirty (30) minutes, and present written materials, during a portion of the orientation for which attendance is mandatory. No representative of management shall be present during the Union's presentation. Release time shall be granted for the steward(s) to participate in the Union's presentation of the new employee orientations. "New hires" shall be defined to include any employee new to SEIU 721, including, but not limited to, through accretion or promotion/demotion.

If the Union's designated representative(s) is unable to attend the new employee orientation, the District shall provide the new hire with a packet of materials from the Union. The District shall also provide the new hire with the contact information of the union representative responsible for follow-up with the new hire.

The parties agree that any disputes regarding changes in this new employee orientation side letter shall be subject to the District Grievance Procedure and shall be submitted at the first formal step of the Grievance Procedure.

Date: 5/31/18

For Conejo Recreation & Park District

For SEIU Local 721:

SIGNATURE PAGE-SIDE LETTER

CONEJO RECREATION AND PARK DISTRICT



Jim Friedl, General Manager



Sheryl Lewanda, Administrator

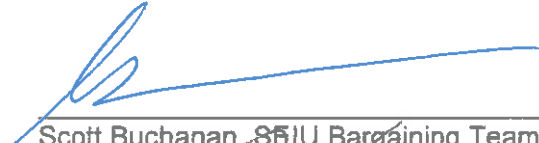


Shelly Howell, Human Resources

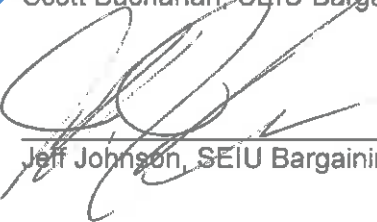
SEIU-CRPD EMPLOYEES ASSOCIATION



Aram Agdaian, SEIU Negotiator



Scott Buchanan, SEIU Bargaining Team



Jeff Johnson, SEIU Bargaining Team

not available

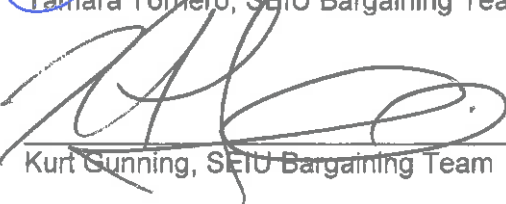
Christopher Saffire, SEIU Bargaining Team



Kari Stav, SEIU Bargaining Team



Tamara Tornero, SEIU Bargaining Team



Kurt Gunning, SEIU Bargaining Team

Signed and dated this 6/26/18