



**SIDE LETTER AGREEMENT BETWEEN ACLU NORCAL AND IFPTE LOCAL 20
December 4, 2024 @ 10:10 am**

PERSONAL NECESSITY DAY

ACLU NorCal shall provide one additional Personal Necessity Day for all current unit employees to be used by December 31, 2024. Employees must use the Personal Necessity Day by December 31, 2024. It does not roll over into 2025.

This is a one-time benefit and does not accrue with other personal leaves, including vacation, sick leave, and/or holidays.

Employees cannot cash out the Personal Necessity Day if they do not take it by December 31, 2024.

For ACLU NORCAL:

By: Abdi Soltani
Abdi Soltani
Executive Director for ACLU-NorCal
Date: 12/9/2024 | 8:59:12 PM PST

For the IFPTE:

By: Liz Medrano-de la Cruz
Liz Medrano-de la Cruz
Business Agent for IFPTE, Local 20
Date: 12/9/2024 | 4:50:02 PM PST