

**SIDE LETTER AGREEMENT**  
**Between County of San Mateo and**  
**Service Employees International Union Local 521**  
**RE: Vacancies and Education Collaboration**

This Side Letter Agreement is entered into by and between the County of San Mateo ("County") and the Service Employees International Union Local 521 ("Union").

This letter is effective immediately upon approval of a 2022 successor MOU by the San Mateo County Board of Supervisors. The Union and the County agree to explore the idea of a pilot project that could be implemented in 2022 through calendar year 2024 for employees in the SEIU 521 bargaining units to participate in training courses through the SEIU 521 Education Fund at no cost to the County.

This is a one-time pilot project to address the current vacancies that exist in SEIU 521 bargaining units. The training programs will benefit the County, its residents and SEIU 521 employees and provide opportunities to promote and grow within the County workforce for years to come, thus helping to fill the gap in critical frontline vacancies.

The Union shall facilitate a presentation on the SEIU Education Fund within thirty (30) days upon ratification by the County. A committee will be formed to explore the idea of this pilot project. The Committee shall consist of four (4) Union representatives, designated by the Union, and four (4) County representatives designated by the County.

For SEIU 521

For San Mateo County

Date: March 31, 2022

Date:



---

Debbie Narvaez, Chief of Staff

---

Kelly Tuffo, Esq. Liebert, Cassidy  
Whitmore