

**Side Letter Agreement**  
**Communications Workers of America**  
*Emergency Services Unit*

**Vaccine Incentive**

The County agrees to extend the timeframes for submission of the COVID-19 Vaccine Incentive Program for employees who have not yet received the incentive. The County shall credit up to 32 hours leave time effective pay period 12 – 2022 to employees who submit appropriate proof of vaccination by May 20, 2022 and are in positions eligible for the leave as of pay period 11 – 2022, provided that employees who enter a position not eligible for leave time effective May 21, 2022 shall receive a cash out of the credited leave time effective pay period 12 – 2022. All other provisions of the COVID-19 Vaccine Incentive Program side letter remain in effect.


Date Agreed: 3/24/22

CONFIRE

Communications Workers of America

  
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Leo Gonzalez  
Deputy Director/Labor Relations Chief

  
\_\_\_\_\_  
Maggie Malcom  
Print & Sign

  
\_\_\_\_\_  
Leonard X. Hernandez  
Chief Executive Officer