

Side Letter Agreement between
the Santa Cruz County Regional Transportation Commission and
the Community of RTC employees (“CORE”) SEIU Local 521

The purpose of this Side Letter of Agreement between the CORE SEIU Local 521 and the Santa Cruz County Regional Transportation Commission is to allow CORE employees the option to purchase a different Long Term Disability (LTD) plan from the one currently provided by the RTC to CORE members.

The parties hereby agree to amend Article 10.4 Long Term Disability in the current CORE Memorandum of Understanding (9/11/07-11/13/10) to add the following:

- Employees are eligible to purchase an enhanced LTD, which is also offered by the RTC to its managers, under which they receive a minimum of 66.66% of their pre-disability monthly earnings up to a \$9,000 distribution per month. There is a thirty-(30) day waiting period and that at a minimum the benefit is available to age 65 or longer if disabled after 61. Should an employee chose this LTD, the RTC will apply its contribution to the current LTD premium to this optional LTD instead and the employee shall pay any remaining cost differential.

The parties also agree that this side agreement shall be effective, and in force, for the period of the current Memorandum of Understanding.

Agreed to by:

SCCRTC Representative Date

SEIU Filed Representative Date