

**SIDE LETTER of AGREEMENT**  
**Between the**  
**Santa Clara Valley Water District**  
**And**  
**AFSCME Local 101, AFL-CIO, Employees Association**  
**Regarding**  
**Designation of Confidential Employees**

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This side letter of agreement is effective from date of adoption of the 2018 – 2021 Memorandum of Understanding between the Santa Clara Valley Water District (District) and AFSCME Local 101, AFL-CIO, Employees Association (Union) by the District's Board of Directors and automatically expires on December 31, 2021.

The Union and the District agree that during the life of this side letter of agreement, the District will not designate any Union officers as confidential employees pursuant to the District's Employer-Employee Relations Rules – Resolution No. 11-60.

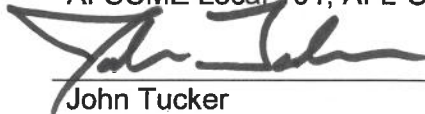
**Authorized Union Representative:**



Ingrid Bella  
President  
Employees Association,  
AFSCME Local 101, AFL-CIO

**Date:**

4/17/18



John Tucker  
Business Agent  
AFSCME Local 101, AFL-CIO

**Date:**

4/17/18

**Authorized District Representative:**



Michael Baratz  
Labor Relations Officer  
Santa Clara Valley Water District

**Date:**

4/17/18

