

**Side Letter Agreement  
Professional Engineers in State Government (PECG) and  
The State of California**

On April 3, 2020, PECG was notified of the California Air Resources Board (CARB) relocation of their Southern Headquarters from El Monte, CA to Riverside, CA. The move qualifies as a “mandatory geographic transfer,” and is tentatively scheduled for Spring of 2021.

The provisions of this Side Letter are non-precedential and shall apply only to those BU 9 CARB employees (“hereinafter, “Impacted Employees”) whose headquarters are in El Monte, CA, and are required to relocate to the new location in Riverside, CA.

**A. Super SROA Status**

Impacted Employees are entitled to Super SROA hiring rights per the BU 9 MOU, section 13.1 (g), and shall receive the benefits of those rights effective March 1, 2021.

CalHR and CARB (“State”) agree that the surplus letters that were sent to Impacted Employees on or about December 1, 2020 will be modified and re-issued to Impacted Employees to clarify that Impacted Employees have Section 13.1 (g) Super SROA hiring rights effective March 1, 2021. Those rights shall continue for 60 calendar days after the official opening of the CARB Riverside Headquarters or April 15, 2021, whichever date is later. CARB agrees to issue the Super SROA letters prior to March 1, 2021.

CARB and CalHR agree to initiate and take all administrative steps necessary to ensure that the Impacted Employees’ Super SROA rights are effective no later than the beginning of business, March 1, 2021.

**B. Relocation Reimbursements Commitments**

Impacted Employees are eligible for reimbursement if they moved their primary residence for the purpose of working at CARB’s new location in Riverside, and otherwise meet the criteria specified in Section 7.8 of the BU9 MOU.

The State shall reimburse Eligible Impacted Employees for approved items in accordance with the lodging, meal and incidental rates and time frames found in Section 7.1 (Business and Travel Expenses) of the BU9 MOU.

Impacted Employees are eligible to submit for reimbursement of the above expenses beginning April 1, 2021 and shall endeavor to submit all requests for reimbursement no later than March 31, 2022 (hereinafter the “Reimbursement Period”).

Employees who are reimbursed pursuant to this section and utilize the Super SROA process to leave CARB for employment at another state agency, must work two years or more at CARB to retain such reimbursements. However, if an employee utilizes the Super SROA process to discontinue employment with CARB (with limited exceptions) within two years from April 1, 2021, the employee shall repay CARB based upon the following percentages:

- 100 percent if employed by CARB less than 6 months.
- 75 percent if employed by CARB 6 months but less than 12 months.
- 50 percent if employed by CARB 12 months but less than 18 months.
- 25 percent if employed by CARB 18 months but less than 2 years.

Exceptions: Employees who utilize the Super SROA process to leave CARB for another state agency are not subject to the above repayment schedule if their discontinuance of employment with CARB was the result of death, prolonged illness, disability, retirement due to death, illness or disability, unacceptability of the employee to the Department (ex: Dismissal, Rejection During Probation, etc.), retirement, or similar eventualities beyond the control of the employee as determined by the appointing power.

This side letter will be incorporated into the 2020 – 2022 MOU.

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CalHR

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*Lisette Fong* Feb 24, 2021  
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