

**LETTER OF UNDERSTANDING
BETWEEN COUNTY OF SONOMA AND
ENGINEERS AND SCIENTISTS OF CALIFORNIA LOCAL 20**

WHEREAS, the County of Sonoma (hereinafter referred to as the "County") and the Engineers and Scientists of California Local 20 (hereinafter referred to as the "Union") (collectively referred to as the "Parties") initially believed there was a dispute regarding the duration of the Unpaid Furlough Program described in Section 21.1 of the 2014-2016 Memorandum of Understanding (MOU);

WHEREAS, on August 15, 2016, the parties agreed to arbitrate their dispute and, subsequently scheduled an arbitration before John Kagel for January 25, 2017;

WHEREAS, after scheduling the arbitration, the parties met and conferred and agreed that there is no actual dispute regarding the duration of the Unpaid Furlough Program in the MOU.

NOW THEREFORE, the Parties agree as follows:

1. Section 21.1 entitled "Purpose" of Article 21 entitled "Unpaid Furlough Program" of the 2014-2016 MOU between the Parties, and subsequently incorporated into the 2016-2018 MOU between the Parties, shall be understood to mean that union members will take 44.5 hours of unpaid furlough time in the 2015/2016 fiscal year and will take 44.5 hours of unpaid furlough time each fiscal year thereafter until the parties negotiate a change to the language in section 21.1.
2. During MOU successor negotiations, Article 21, or any section or term therein, is subject to negotiation upon request by either Party.
3. The arbitration before John Kagel, currently scheduled for January 25, 2017, shall be canceled because there is no dispute between the parties.
4. The agreement to arbitrate signed by the parties on August 15, 2016, and incorporated into the 2016 – 2018 as Appendix E, is hereby null and void and no longer enforceable.
5. Each party will bear its own attorneys' fees and costs related to this dispute.

FOR ESC:

FOR THE COUNTY:

/s/Lis Fiekowski

/s/Carol Allen

Date: 11/29/16

Date: 11/29/16

APPROVED AS TO FORM:

ESC, LOCAL 20

LIEBERT CASSIDY WHITMORE

By: _____
/s/Danielle Lucido
Attorney for ESC, Local 20

By: _____
/s/Juliana Kresse
Attorneys for County of Sonoma

Date: 11/28/16

Date: 11/29/16