

SIDE LETTER AGREEMENT BETWEEN THE SAN MATEO COUNTY HARBOR DISTRICT  
AND TEAMSTERS LOCAL UNION NO.856

RE: ELIMINATION OF EXTENDED ILLNESS BANK IN FAVOR OF SICK LEAVE BANK

THIS SIDE LETTER AGREEMENT TO MEMORANDUM OF UNDERSTANDING is made and entered into this 19th day of November by and between the SAN MATEO COUNTY HARBOR DISTRICT, a political subdivision of the State of California, hereafter referred to as "District", and OPERATING ENGINEERS LOCAL UNION NO. 3.

RECITALS

WHEREAS, on November 19, 2025 the District approved changes to the 2023-2028 Memorandum of Understanding (MOU) between the District and the Teamsters Local Union No. 856 to update the Extended Illness Bank Provisions as follows:

MOU Section 8.3 Extended Illness Bank (EIB) will be deleted; retitled Section 8.3 Sick Leave Bank and edited to read:

Use and accrual of an employee's accrued Sick Leave shall be in accordance with District Policy 6.5.10 *Sick Leave*

WHEREAS, all other references to "Extended Illness Bank and/or EIB" in the MOU shall be replaced with "Sick Leave"

NOW THEREFORE, the MOU Provisions will be updated to reflect the above changes.

IN WITNESS WHEREOF, the parties hereto have executed this Side letter Agreement the day and year first hereinabove written.

TEAMSTERS LOCAL UNION NO. 856

Date: 11/19/2025 \_\_\_\_\_

Signature:  \_\_\_\_\_

SAN MATEO COUNTY HARBOR DISTRICT

Date: 11/20/25 \_\_\_\_\_

Signature:  \_\_\_\_\_  
James Pruett (Nov 20, 2025 10:48:13 PST)

# Teamsters Side Letter Sick Leave Nov 2025

Final Audit Report

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