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Management Counter Proposal

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Side Letter #2

Bargaining Unit: 2

Date: June 24, 2025

Exclusive Representative: CASE

Time: 10:21 P.M.

Subject: RTO Executive Order N-22-25

Effective upon the parties' execution of this Side Letter, for employees in Bargaining Unit 2, the State and the Union agree that the State's return-to-office requirements of Executive Order N-22-25 will be suspended immediately and reinstated on July 1, 2026.

Departments shall rescind any existing Return-to-Office (RTO) notices and updated policies tied to Executive Order N-22-25 issued on or after March 3, 2025, for Bargaining Unit 2 employees. Any telework agreements for Bargaining Unit 2 employees that were altered to comply with Executive Order N-22-25 will revert to their status as of March 2, 2025.

Nothing in this Side Letter prohibits a department from modifying Bargaining Unit 2 employees' telework agreements, as long as the department complies with the requirements of the MOU.

This Side Letter is withdrawn should the 2025-2028 Bargaining Unit 2 MOU not be ratified by both parties.

This Side Letter is operative through June 30, 2026. No earlier than 120 days and not later than 60 days prior to the expiration of this Side Letter, CASE and the State shall meet over the institution of any return to office Executive Order on July 1, 2026.

This Side Letter shall be subject to the grievance and arbitration process outlined in this MOU.

The Union shall withdraw with prejudice any and all currently pending unfair practice charges, grievances, lawsuits, administrative complaints, or any other claims of any kind, filed against the State of California and any of its agencies, departments, officers, agents, or employees, arising out of or

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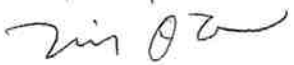
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relating to in any way, the State's implementation or enforcement of any telework policies or return-to-office mandates, including but not limited to, Executive Order N-22-25, and any other associated policies or directives.

If the July 1, 2026 reinstatement date is extended for any reason, or as a result of a fully-ratified labor agreement, during the term of this Side Letter, the parties agree to meet over that extension applying to Unit 2 employees.