

Side Letter Agreement between CFI and Region 2

Implementation of Civil Expansion

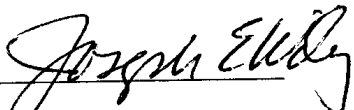
CFI and Region 2 met on July 31 to discuss the Region's decision to expand interpreter services to cover additional civil assignments, beyond those currently covered by the bargaining unit. In consideration of the complexities of the expansion, and the expectation that it may be carried out in phases the parties have agreed on the approach described in this agreement.


1. CFI agrees that the Region 2 courts may proceed with the implementation of their decision to expand interpreter services into certain civil matters prior to completion of the meet and confer process over impacts of that decision.
2. Local courts will notify CFI in writing of plans for expansion of interpreter services in civil matters, including start dates for phases of the expansion, case types to be covered, and any new protocols. Local courts will give CFI at least two-weeks advance written notice of expansion-related changes to policies, procedures or practices impacting interpreters.
3. In the interest of resolving issues quickly and ensuring a smooth expansion of services, local courts and CFI may meet at the request of either party to discuss and address impacts of the expansion of services to civil matters. The parties recognize and agree that any such meetings/discussions will not include changes to provisions of the MOU.
4. CFI reserves the right to meet and confer at the Regional level over impacts of the expansion as provided in the TCIELRA, at any time during the expansion process. The expansion process is expected to continue until the courts have expanded services to cover all court proceedings.
5. Any agreement reached between CFI and Region 2 regarding the impacts of the decision to expand interpreter services will be retroactive to September 1, 2014.



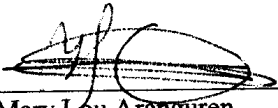
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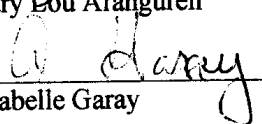
Region 2





CFI



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