

March 19, 2015

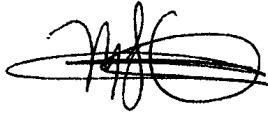
Side Letter Agreement between CFI and Region 3

Implementation of Civil Expansion

The California Federation of Interpreters, Local 39000, TNG-CWA (CFI Local 39000) and Region 3 met on February 25, 2015 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 Local 39000 agrees that the Region 3 courts may proceed with the implementation of the 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 Local 39000 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 Local 39000 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 Local 39000 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. The parties further agree that one local court interpreter representative and one member of the bargaining team shall be released with pay for any such meetings. However for Kern County Superior Court and Fresno County Superior Court up to two local court interpreters shall be released with pay. Meetings with local courts shall be scheduled subject to the business needs of the impacted court(s).
4. CFI Local 39000 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.
5. Any agreement reached between CFI Local 39000 and Region 3 regarding the impacts of the decision to expand interpreter services will be retroactive to March 1, 2015.

For CFI Local 39000



Mary Lou Aranguren

For Region 3



Joe Wiley