

Side Letter - Medical Separation

Fire Fighters are entitled to up to a year of leave with full pay for an injury arising out of and in the course of the Fire Fighter's duties pursuant to the provisions of California Labor Code Section 4804. For Fire Fighters who have exhausted this year of leave and who remain disabled, the University's practice has been to allow Fire Fighters to use their accrued vacation and sick leave time before progressing towards medical separation. This practice has the effect of providing the year of 4804 paid leave and then maintaining a Fire Fighter on pay status for prolonged periods of time even though the Fire Fighter remains disabled. This practice has the potential to negatively impact the Fire Department and other Fire Fighters.

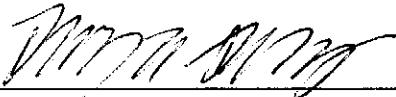
Therefore, the parties agree that the University may progress towards medical separation in accord with Article 20 - Medical Separation without the requirement to first exhaust the Fire Fighter's vacation and sick leave accruals.

For the University:

For the Fire Fighters/IAFF:

 8/11/05

Shelley L. Nielsen Date
Chief Negotiator
University of California

 8/12/05

Troy Souza Date
Chief Negotiator
IAFF