

**SIDE LETTER AGREEMENT
TO INVALIDATE RECRUITMENT BONUSES ARTICLE IIIB ADDITIONAL
COMPENSATION SECTION 6, EFFECTIVE JUNE 5, 2026
Superior Court of California, County of San Francisco & San Francisco Court Reporters
Association/Local 21 IFPTE**

Whereas court-reporter-specific funds allocated for the purposes in SB170/SB154 are structurally expended in budget commitments at the outset of each fiscal year for court reporter retention strategies agreed to in side letters of 2022, 2023 and 2024 between the Superior Court of California, County of San Francisco (Court) and San Francisco Court Reporters Association/Local 21 IFPTE (Union); and

Whereas the Court's reduced general fund balance requires multi-year austerity measures;

Therefore, the Court and Union agree in the interest of economy to invalidate Section 6, Recruitment Bonuses of Article IIIB Additional Compensation, effective for any court reporter hired between April 15, 2026 through the expiration of the MOU. The Court will instead issue up to a total of \$60,000 in increments of \$10,000 per person total as one-time sign-on bonuses for no more than six (6) court reporters hired on or after June 1, 2026 and on or before October 31, 2027. Such bonuses will be paid effective upon hire, and no further bonus payment will be issued thereafter to court reporters hired on or after June 1, 2026 and on or before October 31, 2027.

6. Recruitment Bonuses

~~108. Signing Bonus: Upon hire, a new Official Court Reporter will be eligible to be paid a \$30,000 signing bonus. The bonus will be paid in four installments as follows: 1) payment one—\$15,000 upon hiring; 2) payment two—\$5,000 at the first anniversary of employment; 3) payment three—\$5,000 at the second anniversary of employment; 4) payment four—\$5,000 at the third anniversary of employment. These payments will be processed through the corresponding payroll cycles and issued accordingly.~~

~~109. If the new reporter previously worked for the Court, there must be a break in service of at least one year from the separation date to the rehire date for that reporter to be eligible for this signing bonus.~~

In addition, the following court reporters will receive previously agreed-to recruitment bonus payments if they are in employment with the Court on their hiring anniversary date on the schedule below:

This side letter expires 30 days after March 16, 2029 or 30 days after the last applicable anniversary date payment scheduled for the next least senior Court reporter on the list above in continuous employment with San Francisco Superior Court.

For the Union:



06/16/2026

Angela Long
Representative/Organizer
SFOCRA/IFTPE Local 21

For the Court:



06/17/2026

JM Munoz
Chief Human Resources Officer
Superior Court of California,
County of San Francisco