

Sonoma County Junior College District

And

SEIU Local 1021 (Classified Unit)

Side Letter Regarding Temporary Extension of the Early Retirement
Option (ERO) Years of Service Requirement

October 23, 2026

The District and SEIU mutually agree to modify the years of service eligibility requirement set forth in Article 16, Fringe Benefits for Retirees, Section 16.3.B.1, for eligible unit members who elect to participate in the Supplemental Employee Retirement Plan (SERP), as approved by the Board of Trustees at its September 8, 2026, regular meeting.

For purposes of eligibility under this provision, the required fifteen (15) years of service shall be reduced to fourteen and three quarters (14.75) years, provided the unit member would have attained the 15 years of qualifying service as of September 30, 2027.

This modification applies exclusively to eligible unit members participating in the 2026 SERP and does not otherwise amend the provisions of Article 16. Unit members must still retire under that plan by June 30, 2027.

AGREED TO ON October 23, 2026

BY:

FOR THE DISTRICT'S TEAM:



Kate Jolley
Interim Vice President, Human Resources
or Designee

FOR THE SEIU, LOCAL 1021 TEAM:



Jessica Melvin



[Jana Blunt \(10/26/2026 14:26:29 PDT\)](#)

Jana Blunt