
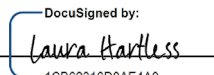


### SIDE LETTER E – HMC HOSPITAL SECURITY OFFICERS COMPENSATORY TIME

From January 1, 2023 to June 30, 2025, the Employer will allow HMC Hospital Security Officers to accrue compensatory time. Employees will not be allowed to have more than forty (40) hours of accrued compensatory time at any time. Accrued compensatory time off will be requested and approved in accordance with the department's vacation time off policies/procedures, and the Article 18 Sick Time Off. Compensatory time balances will be cashed out in accordance with Article 10.3 (b).

This side letter will expire on June 30, 2025.

Tentatively Agreed To:	
For the Union:	For the Employer:
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Date: 9/25/2023	Date: 9/25/2023