



Mendocino County Human Resources Department

Side Letter of Agreement between the County of Mendocino and Mendocino County Management Association

December 5, 2024

This Side Letter is entered into between the County of Mendocino ("County") and Mendocino County Management Association ("Management"), collectively referred to as "Parties."

The Parties have resolved meet and confer obligations, and, by this Side Letter, agree to amend the language in the 2023-2026 Management Memorandum of Understanding, Article 12 Bereavement Leave, effective the first full period following approval, as follows:

12. BEREAVEMENT LEAVE

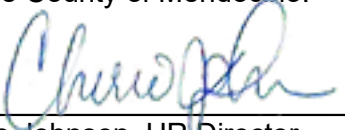
In the event of the death of an immediate family member, Management Association members may be allowed to be absent ~~with pay for five (5) three (3) non-consecutive work days (work days defined as 8 hours, eligible for total of within three (3) months, with pay for up to a maximum of forty (40)-24 hours).~~ As an alternative, Management Association employees may use the three (3) days non-consecutively within a thirty-day period.

Employees who work a shift of longer than eight (8) hours, and more than forty (40) hours in five (5) days, may use accrued leave for the hours absent in excess of forty (40) hours (i.e., an employee regularly scheduled ten (10) hour shifts may be absent five (5) days or fifty (50) hours, may receive a maximum of 40 hours of paid bereavement leave, and use ten (10) hours of accrued leave).

Should additional days of leave be necessary, the employee may use accrued leave of FTO, management association leave, vacation time, or sick leave. Should the employee utilize accrued leavesick leave hours, the maximum available shall be sixteen (16) hours per occurrence.

For the purpose of Bereavement Leave, immediate family is defined as the employee's spouse, domestic partner, child, stepchild, grandchild, grandparent, parent, brother, sister, or spouse's or domestic partner's parent, grandparent, brother or sister.

For the County of Mendocino:


Cherie Johnson, HR Director

For Mendocino County Management Association:


Jessica Sandoval

Date: 12/5/2024