

SIDE LETTER RE: 3558.8 LEAVE

Between

The County of Mendocino

And

Service Employees International Union, Local 1021

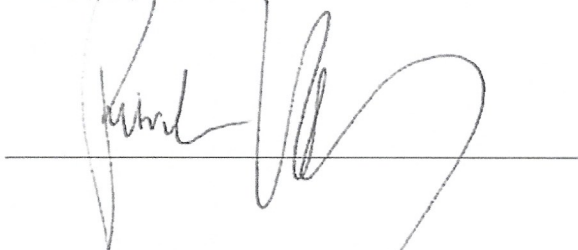
The County of Mendocino (County) and the Service Employees International Union, Local 1021 (Local 1021), collectively referred to as Parties, agree to implement California Government Code section 3558.8 as follows:

Pursuant to California Government Code section 3558.8, the County shall grant the President and Vice President of Local 1021 ("Officers") reasonable leaves of absence without loss of compensation or other benefits for the purpose of serving as officers of Local 1021. Leave may be granted under the following conditions and procedures:

1. The Officer seeking 3558.8 leave shall submit a written request to the department head or their designee at least seven (7) calendar days in advance of the requested leave. The written request shall include the date and duration of requested leave. Each Officer is entitled to a reasonable amount of leave not to exceed three (3) hours per pay period.
2. The amount of leave to which each Officer is entitled must be reasonable based on the specific operations of the department at the time of the requested leave and may not exceed three (3) hours per pay period. Up to three (3) hours of leave per pay period will be approved if it does not unreasonably interfere with the performance of County services and/or department operations as determined by the County.
3. Local 1021 shall reimburse the County for all benefits and compensation paid to and earned/realized by the employee on leave. The Parties agree that the reimbursement to the County shall be at each Officer's respective hourly rate until the County can ascertain the actual cost to the County of all benefits and compensation per hour of leave. Once the County ascertains the actual cost to the County of all benefits and compensation per hour of leave, the Parties agree to meet within one (1) week upon the County's request and update the reimbursement rate accordingly.
 - a. In order to receive reimbursement from Local 1021, the County will submit an invoice to Karin Hendrickson, Director of Finance, by mail or email. Invoices may be mailed to Ms. Hendrickson's attention at SEIU 1021, 447 29th Street, Oakland, CA 95409 or emailed to Karin.hendrickson@seiu1021.org. Local 1021 will make payment to the County no later than twenty-one (21) calendar days following receipt of a County invoice.

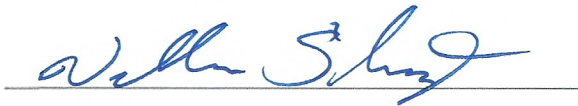
- b. The County has the right to terminate the right to take leave as leave set forth in this side letter if Local 1021 fails to provide timely payment.
4. At the termination of the leave granted under this section, Officers shall have a right to reinstatement to the same position and location they held prior to such leave, or if not feasible, a substantially similar position without loss of seniority, rank, or classification. Officers will continue to receive all benefits to which they were entitled prior to the commencement of leave and the County will continue all benefit contributions during the leave. At the termination of the leave granted under this section, Officers shall return to their regular work schedule.
 5. The County shall not be liable for any act, omission, or injury suffered by any employee of the County if that act, omission, or injury occurs during the course and scope of the employee's leave under this section to work for Local 1021. To the extent the County is required to defend against or held liable for any such act, omission or injury, the Union shall defend, indemnify and hold harmless the County.
 6. The County has the right to reopen this side letter any time prior to June 30, 2022.

For SEIU, Local 1021



3/22/2021
Date

For the County of Mendocino



3/25/2021
Date