



Mendocino County Human Resources Department

Attachment B
501 Low Gap Road, Room 1326
Ukiah, CA 95482
707.234.6600
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www.mendocinocounty.org/hr
hr@mendocinocounty.org

**Side Letter of Agreement between the County of Mendocino
and Service Employees International Union, Local 1021,
December 13, 2022**

This letter confirms the intent of the County of Mendocino (County) and Service Employees International Union, Local 1021 (SEIU) to establish an agreement outside of the parties' Memorandum of Understanding.

The parties agree to the following clarification of the program guidelines concerning County Policy #57, "Telework Policy and Program Guidelines." On page four of the "Mendocino County Telework Program" guidelines, the third paragraph within the "Department's Rights Reserved" section shall be interpreted as follows:

Should an applicant's telework request be rejected, ~~the decision is final and not subject to the grievance procedure or any other appeal.~~ The ~~the~~ employee may request to meet with the Department Head/Elected Official or designee to discuss ~~the reason for or~~ contest the denial. That meeting shall occur within 14 calendar days of the denial of the request. If the meeting does not occur, the employee can contact the Human Resources Department. The decision of the Department Head/Elected Official or designee is final and not subject to the grievance procedure.

COUNTY OF MENDOCINO

By: Darcie Antle
DARCIE ANTLE, Chief
Executive Officer

By: [Signature]
NATHAN HOLTZMAN, Chief Labor
Negotiator, RENNE PUBLIC LAW GROUP

By: [Signature]
CHERIE JOHNSON, Deputy Chief Executive
Officer

COUNTY OF MENDOCINO

By: _____
TED WILLIAMS, Chair,
BOARD OF SUPERVISORS

ATTEST: DARCIE ANTLE
Clerk of the Board

Deputy

I hereby certify that according to the provisions
of Government Code Section 25103, delivery of
this document has been made.

DARCIE ANTLE, Clerk of said Board

Deputy

By: _____

SEIU LOCAL 1021

By: [Signature]
PATRICK HICKEY,
SEIU LOCAL 1021 Field Representative

By: [Signature]
JULIE BEARDSLEY
Negotiation Team Member

By: [Signature]
BRIAN KLOVSKI,
Negotiation Team Member

By: [Signature]
LEIF FAAR,
Negotiation Team Member

By: [Signature]
JACQUELENE OTIS,
Negotiation Team Member

By: _____
BUFFEY BOURASSA,
Negotiation Team Member