

**Side Letter to the 2022-2025 Memorandum of Agreement  
Between  
The County of Ventura  
and  
Service Employees International Union, Local 721**

Article 39 (Joint-Labor Management Committee) of the 2022-2025 memorandum of agreement (MOA) between the County of Ventura (Count) and the Service Employees International Union (SEIU), Local 721 establishes a Joint Labor Management Committee (JLMC) that may meet no more than once per month. This letter shall serve to clarify the process by which SEIU-represented employees may attend the JLMC meetings and the length of the JLMC meetings. This side letter does not alter the provisions of Article 39.

Article 39 allows for SEIU-represented employees to attend JLMC meetings with prior County approval and authorization. There have been discussions between the County and SEIU regarding the number and frequency of employees approved by the County to attend the JLMC meetings. Accordingly, the County and SEIU hereby clarify that up to five (5) SEIU-represented employees may attend JLMC meetings with prior County approval and authorization. The County may deny approval of SEIU-represented employee attendance if: (1) operational needs do not permit release; (2) the matter has been resolved ahead of the meeting; or (3) the matter cannot be reasonably resolved from the County's perspective. In order to provide the County sufficient time to research and potentially resolve issues, SEIU will provide a five-work day advance notice, detailed written description (i.e., who, what, when, where, remedy sought, etc.) of each issue on which employee attendance and participation is requested. The County will notify SEIU 72-hours prior to the scheduled JLMC meeting of any denial for employee release request and the reason for denial.

Article 39 allows for JLMC meetings to be up to two (2) hours with prior mutual agreement. Accordingly, SEIU shall submit requests for a two (2) hour JLMC as part of the JLMC meeting agenda submitted to the County. The County will not unreasonably deny the request for a meeting extension.

If issues brought forth by SEIU pertaining to the HCA and/or HSA have not been resolved at the monthly JLMC meetings, representatives for the respective agencies will attend the monthly JLMC meeting as needed to address issues. This does not preclude representatives from other agencies/departments from attending the JLMC when needed to address issues.

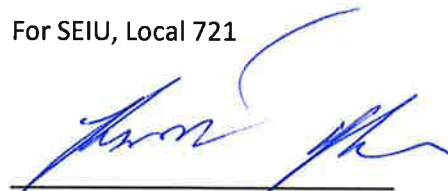
Agreed to this 9 day of May, 2023

For the County



Shawn Atin, Assistant CEO /  
Director of Human Resources

For SEIU, Local 721



Raymond Meza, Deputy Chief of Staff