

**AMENDMENT TO THE MEMORANDUM
OF AGREEMENT BETWEEN THE COUNTY OF VENTURA
AND THE SERVICE EMPLOYEES INTERNATIONAL UNION,
LOCAL 721**

The County of Ventura (County) and the Service Employees International Union, Local 721 (SEIU) have agreed to the following:

Article 12, Sec. 1203, "VACATION REDEMPTION", shall be revised to read as follows:

- C. An employee must use eighty (80) hours of accrued vacation during the twelve (12) months immediately preceding a cash-out payment request. For this purpose, "use" shall mean actually taking time off work and being paid vacation pay for such time off. If the employee has not used eighty (80) hours of accrued vacation in the twelve (12) month immediately preceding the cash-out, ~~the County shall deduct from the employee's vacation bank the amount of leave necessary to make the employee eligible for the requested redemption.~~ **the employee's cash-out request shall be denied. If an employee is unable to cash-out by the final payroll processing period of the year because the employee has not used the required eighty (80) hours in the preceding twelve (12) months, the employee shall, for tax purposes, be considered to have had the unlimited right to cash out the amount of accrued vacation the employee had elected to redeem for cash.**

If an employee is unable meet the eighty (80) hour usage requirement necessary to cash-out vacation by the end of the election year as a result of the denial of a written request (or requests) to use vacation, the employee's election shall be deemed null and void, no cash-out shall be allowed, and the employee shall not have taxes reported or withheld on the value of the vacation hours that the employee had been eligible to receive. In order to request that an election be deemed null and void, the sum total of both the hours requested in the denials and actual vacation hours utilized by the employee in the election year must equal at minimum eighty (80) hours. It is the responsibility of the employee to submit the written denials to the Auditor-Controller's Office at the time the request is made to void the election.

Article 31, Sec. 3106, "ANNUAL LEAVE REDEMPTION", shall be revised to read as follows:

- C. An employee must use eighty (80) hours of accrued annual leave during the twelve (12) months immediately preceding a cash-out payment request. For this purpose, "use" shall mean actually taking time off work and being paid annual leave pay for such time off. if the employee has not used eighty (80) hours of accrued annual leave in the twelve (12) month immediately preceding the cash-out, ~~the County shall deduct from the employee's annual leave bank the amount of leave necessary to make the employee eligible for the requested redemption.~~ **the employee's cash-out request shall be denied. If an employee is unable to cash-out by the final payroll processing period of the year because the employee has not used the required eighty (80) hours in the preceding twelve (12) months, the employee shall, for tax purposes, be considered to have had the unlimited right to cash out the amount of accrued vacation the employee had elected to redeem for cash.** If an employee is unable meet the eighty (80)

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hour usage requirement necessary to cash-out annual leave by the end of the election year as a result of the denial of a written request (or requests) to use annual leave, the employee's election shall be deemed null and void, no cash-out shall be allowed, and the employee shall not have taxes reported or withheld on the value of the annual hours that the employee had been eligible to receive. In order to request that an election be deemed null and void, the sum total of both the hours requested in the denials and actual annual hours utilized by the employee in the election year must equal at minimum eighty (80) hours. It is the responsibility of the employee to submit the written denials to the Auditor-Controller's Office at the time the request is made to void the election.

Agreed to this 13th day of March 2018, by:

For the County



Mike Curnow
Labor Relations Manager

For SEIU, Local 721



Danny Carrillo
Tri-Counties Regional Director