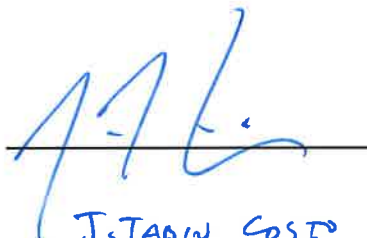


**Side Letter to the Memorandum of Agreement
Between County of Ventura and Service Employees International Union, Local 721**

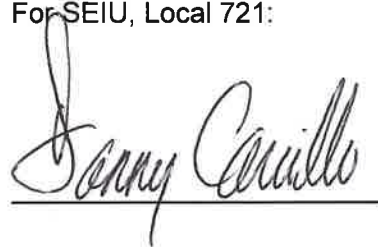
This side letter shall serve as clarification to Article 16, Section 1604, "Bereavement Leave" of the 2016 – 2019 Memorandum of Agreement (MOA) between the County of Ventura (County) and the Service Employees International Union Local 721 (SEIU). This side letter does not alter the provisions of this section, only clarifies the intent of the meaning "grandparent" and "grandchild" as follows:

Article 16, Section 1604 of the MOA allows the use of bereavement leave, up to three (3) working days without loss of pay, due to the loss of a County employee's immediate family. Section 1604 defines "immediate family" to mean the husband, wife, registered domestic partner, parent, brother, sister, child, stepchild, grandchild, grandparent, mother-in-law, father-in-law, brother-in-law, sister-in-law, son-in-law, daughter-in-law, step or foster parent or child of an employee. There have been discussions between the parties regarding to what generation the terms "grandchild" and "grandparent" were intended to apply. That is, there are no separations of generation within the kinship terms used to define "immediate" family except for grandchild and grandparent, such as great-grandchild, and great-great-grandchild. Accordingly, the parties hereby clarify that the terms "grandchild" and "grandparent" are intended to extend to three (3) generations from the employee. That is, for the purpose of this section, the term "grandchild" includes great-grandchild and the term "grandparent" includes great-grandparent.

For the County:


5/13/19
J. TABIN COSIO
Chief Deputy Executive Officer

For SEIU, Local 721:


May 14, 2019