

Side Letter to the Memorandum of Agreement

Between County of Ventura and Service Employees International Union, Local 721

On December 10, 2019, the County of Ventura (County) recognized the Service Employees International Union, Local 721 (SEIU) as the exclusive representative of employees employed in the classification of HS Child Welfare Supervisor; a classification previously covered by the Management, Confidential Clerical and Other Unrepresented Employees Resolutions (Management Resolution). On January 21, 2020, the Board of Supervisors adopted an amendment to the 2019-2022 Memorandum of Agreement (MOA) between the County and SEIU to allow any employee employed in the classification of HS Child Welfare Social Worker as of December 17, 2019, to accrue vacation at a rate of 0.1000 for every hour compensated, for up to 80 hours compensated in a pay period. Said amendment did not address the prior annual leave accruals or Holiday Paid Time Off (PTO) earned under the Management Resolution. Furthermore, the amendment did not clearly specify if annual leave is equivalent to vacation time, or whether the employees' previous annual leave accruals would be subject to the vacation accrual limits set forth in Article 12, Section 1202(B) of the MOA.

This side letter shall memorialize the following understandings between the County and SEIU regarding the annual leave and vacation for employees employed in the classification of HS Child Welfare Supervisor:

1. Employees shall not lose any unused Annual Leave hours accrued before January 26, 2020. Accrued Annual Leave hours shall be frozen as of January 25, 2020, and shall not be subject to the annual Vacation Credit Accumulation limitation in Article 12, Section 1202(B) of the MOA;
2. Regardless of the number of annual leave hours an employee had in the employee's bank as of January 25, 2020, commencing January 26, 2020, each employee shall accrue vacation time pursuant to the provisions of Article 12 of the MOA;
3. Annual leave hours may be used until the annual leave balance is exhausted and may be used for illnesses or personal reasons, subject to supervisor approval; and,
4. Any Holiday Paid Time Off (Holiday PTO) earned prior to January 26, 2020 pursuant to section 1106 of the Management Resolution and which was in an employee's Holiday leave bank on January 26, 2020, shall be carried over and must be used within twelve (12) months of banking such hours. Holiday PTO does not have any cash value.

For the County:

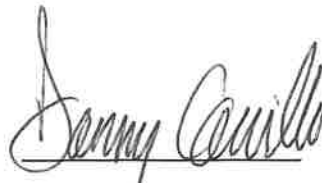


J. Tabin Cosio

3/13/2020

Date

For SEIU Local 721:



Danny Carrillo

MAR 13, 2020

Date