

**AGREEMENT TO AMEND THE MEMORANDUM
OF AGREEMENT BETWEEN THE COUNTY OF VENTURA
AND THE VENTURA COUNTY PROFESSIONAL FIREFIGHTERS ASSOCIATION**

The County of Ventura Fire Protection District ("District") and Ventura County Professional Firefighters Association ("VCPFA") have agreed to an Amendment to the 2018-2021 Memorandum of Agreement ("MOA") regarding Article 27, "Grievance Procedure" and Article 37 "Holidays for Auxiliary Unit Employees" as noted below. This tentative agreement is subject to approval by the District Board and the VCPFA Board of Directors.

1. Section 2712 GRIEVANCE REMEDY:

Any remedy awarded in conjunction with a grievance submitted pursuant to this Article, either during the informal or formal grievance process as set forth in sections 2703, 2704 and 2705 above, or from the ensuing arbitration, as set forth in section 2708, above, including any back pay or benefits, shall not be affected by the time period within which to initiate a grievance as set forth in section 2703(A) above but shall be limited to two hundred forty (240) days preceding the date on which the formal written grievance is filed at Step 2, as set forth in section 2704 above.

This Amendment shall apply to all pending, unresolved grievances, including any currently pending before an arbitrator.

2. Section 3702 PAID ASSIGNED HOLIDAYS:

- 1 New Year's Day, January 1;
- 2 Martin Luther King Day, the third Monday in January;
- 3 President's Day, the third Monday in February;
- 4 Memorial Day, the last Monday in May;
- 5 Independence Day, July 4;
- 6 Labor Day, the first Monday in September;
- 7 Veterans' Day, November 11th
- 8 Thanksgiving Day, the fourth Thursday in November;
- 9 Day After Thanksgiving;**
- 10** Christmas Day, December 25;
- 11** And every day appointed by the President of the United States or Governor of the State for public fast, Thanksgiving or holiday, when specifically authorized by the Board of Directors.

Agreed to this 4th day of February, 2020, by:

FOR THE DISTRICT:

FOR THE VENTURA COUNTY
PROFESSIONAL FIREFIGHTERS
ASSOCIATION:


J. Tabin Cosio, Chief Deputy


Kevin Aguayo, President