

**SIDE LETTER AGREEMENT BETWEEN THE COUNTY OF PLACER AND
PLACER PUBLIC EMPLOYEES ORGANIZATION (PPEO)
REGARDING BEREAVEMENT LEAVE**

This Side Letter of Agreement is entered into between the County of Placer and the PPEO ("Parties") to amend the current Memorandum of Understanding (MOU) covering the term July 1, 2022 to June 30, 2025, regarding Bereavement Leave.

The Parties have met and conferred in good faith concerning the terms and conditions of this side letter agreement and its implementation, and now therefore mutually agree that the provisions herein will become effective upon the first full pay period after adoption by the Board of Supervisors or on the date indicated.

SECTION 5.05 SICK LEAVE

a. Sick Leave Defined. "Sick leave" is defined to mean absence from duty by any employee:

1. Because of ~~his or her~~ **their** own illness or medical or dental examinations, or injury or exposure to contagious diseases which incapacitates such employee from performing ~~his or her~~ **their** duties; or

2. For attendance upon a spouse/**domestic partner**, child, ~~brother, sister,~~ **sibling**, parent, grandparent, spouse/**domestic partner**'s parent, or grandchild, ~~a domestic partner, step-child, or step-parent;~~ because of illness, injury, death, or exposure to contagious disease and where attendance is definitely required.

SECTION 5.09 BEREAVEMENT LEAVE

~~Sick leave absences with pay because of death in the employee's family as defined in Article 5.05(a)(2) (Placer County Code, Chapter 3, Section 3.04.350(B)) shall not exceed five (5) days for each instance. Where an employee has less than three (3) days accumulated sick leave and/or vacation, the employee may take up to three (3) days leave without pay because of a death in the employee's family.~~

Effective January 1, 2023, employees may take up to five (5) days of bereavement leave upon the death of a spouse/**domestic partner**, child, sibling, parent, parent-in-law, grandparent, or grandchild.

The bereavement leave days do not need to be taken consecutively and must be completed within three (3) months of the date of death.

An employee granted bereavement leave shall be required to utilize all leave balances for the duration of the leave or until their leave balances have been exhausted. Once such leave

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balances have been exhausted, the employee will be placed on approved unpaid bereavement leave for the remainder of the five (5) day bereavement leave.

If requested, within 30 days of the first day of the leave, the employee shall provide documentation of the death of the family member, such as a death certificate, published obituary, written verification of death, burial, or memorial from a mortuary, funeral home, burial society, crematorium, religious institution, or governmental agency.

The terms and conditions set forth in this Side Letter Agreement have been mutually agreed upon by the designated bargaining representatives of the County and PPEO and will apply to all employees covered by the MOU between the County and PPEO. This Side Letter Agreement shall expire upon the operative effect of the current MOU.

Authorized and approved by the Placer Public Employees Organization, International Union of Operating Engineers, Stationary Engineers Local 39:

By: Bart Florence Date: 3/9/23
Bart Florence - Business Manager

By: Jeff Gladeux Date: _____
Jeff Gladeux - President

By: Brandy Johnson Date: _____
Brandy Johnson - Director of Public Employees

By: Stephen Hatch Date: 2/13/23
Stephen Hatch - Business Representative

By: Scott Kupo Date: 2/13/23
Scott Kupo - Business Representative

By: Jeremy Burch Date: 2/10/2023
Jeremy Burch - President, Placer Public Employees Organization

By: Evan Cloutman Date: 2/11/2023
Evan Cloutman - Vice President, Placer Public Employees Organization

Authorized and approved by the County of Placer:

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Authorized and approved by the County of Placer:

By: 
Jim Holmes, Chair, Board of Supervisors

Date: 05/15/2023

By: 
Jane Christenson, County Executive Officer

Date: 3/29/23

By: 
Kate Sampson, Director of Human Resources

Date: 3/23/23