

**SIDE LETTER AGREEMENT BETWEEN THE COUNTY OF PLACER AND  
PLACER PUBLIC EMPLOYEES ORGANIZATION (PPEO)  
REGARDING BEREAVEMENT/REPRODUCTIVE LOSS 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/Reproductive Loss 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 5.09 BEREAVEMENT/REPRODUCTIVE LOSS LEAVE**

**Employees regardless of length of employment are eligible for Bereavement and Reproductive Loss Leave as provided below.**

**a) Bereavement Leave**

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 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.

**Any requests for bereavement leave or information provided by the employee shall be maintained as confidential and only disclosed as necessary or required by law.**

**b) Reproductive Loss Leave**

Effective January 1, 2024, employees may take up to five (5) days of reproductive loss leave following a reproductive loss event that would have resulted in the employee being a parent, including a failed surrogacy or adoption, miscarriage, stillbirth, or unsuccessful assisted reproduction.

The reproductive loss leave days do not need to be taken consecutively and must be completed within three (3) months of the reproductive loss event. If the employee is on leave at the time of the reproductive loss event or utilizes a state or federal leave entitlement immediately following a reproductive loss event, they shall complete their reproductive loss leave within three (3) months of the end date of the other leave.

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

If an employee experiences more than one reproductive loss in a 12-month period, they may take up to five (5) days of reproductive loss leave for each reproductive loss event up to a maximum of 20 days in a 12-month period.

An employee is not required to provide documentation of a reproductive loss event to be eligible for reproductive loss leave.

Any requests for reproductive loss leave or information provided by the employee shall be maintained as confidential and only disclosed as necessary or as required by law.

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: 12/13/23  
Bart Florence – Business Manager

By: Jeff Gladieux Date: \_\_\_\_\_  
Jeff Gladieux – President

By: Brandy Johnson Date: 12/8/2023  
Brandy Johnson – Director of Public Employees

By: Stacey Giacchino Date: 11/29/23  
Stacey Giacchino – Business Representative

By: Scott Lupo Date: 11/29/2023  
Scott Lupo – Business Representative

By: Jeremy Burch Date: 11/29/2023  
Jeremy Burch – President, Placer Public Employees Organization

By: Evan Cloutman Date: 11/29/2023  
Evan Cloutman – Vice President, Placer Public Employees Organization

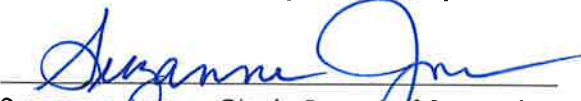
**Authorized and approved by the County of Placer:**

By: \_\_\_\_\_ Date: \_\_\_\_\_  
Jim Holmes, Chair, Board of Supervisors


By: \_\_\_\_\_ Date: \_\_\_\_\_  
Daniel Chatigny, Acting County Executive Officer

By: Kate Sampson Date: 1/23/24  
Kate Sampson, Director of Human Resources

**Authorized and approved by the County of Placer:**

By:   
Suzanne Jones, Chair, Board of Supervisors

Date: 3/12/24

By:   
~~Daniel Chastigny, Acting~~  
~~Jane Christenson, County Executive Officer~~

Date: 2/28/24

By: Nicole Lopez  
Nicole Lopez (Feb 21, 2024 09:13 PST)  
Nicole Lopez, Interim Director of Human Resources

Date: Feb 21, 2024