

**AMENDMENT OF THE 2022-2025 MEMORANDUM OF UNDERSTANDING
BETWEEN THE COUNTY OF SAN LUIS OBISPO
AND THE SAN LUIS OBISPO COUNTY EMPLOYEES' ASSOCIATION (SLOCEA)
CLERICAL UNIT (BARGAINING UNIT 13)**

The County and SLOCEA agree that Article 17 *Annual Leave Program* and Article 37 *Holidays* is hereby amended to read as follows:

17. ANNUAL LEAVE PROGRAM

17.1 County Code Reference and Exceptions

17.1.1 The parties agree that the County Code Section 2.44.070 shall apply to matters relating to the annual leave program. The applicable provision of the County Code is as follows:

17.1.1.1 The total number of annual leave days which may be accrued at any time during a calendar year shall be limited by a Board of Supervisors memorandum of understanding or by Board of Supervisors resolution.

17.1.1.2 The annual leave program will allow employees to accrue holidays and utilize them as paid time off. Both parties understand that for the employees opting for the annual leave concept, holidays will be considered as a regular workday, but that an additional day of paid time off will be added to their leave balance as the holidays identified in this section occur.

17.1.1.3 Employees may enter the program at any time, but may withdraw only during the month of August.

17.1.1.4 Employees eligible to participate are those employed at: mental health (in-patient), sheriff's department, juvenile services center, airport security, library, and Lopez Lake.

17.1.1.5 Any permanent employee who terminates, or is discharged from county service for cause, shall receive payment for the unused portion of the annual leave privilege accumulated up to the date of discharge at his/her rate of pay on the date of discharge; provided, however, that no payment shall be made for any annual leave privilege accumulated in excess of the accrual maximum.

17.1.2 As an exception to County Code Section 2.44.070 as referenced above, the following provisions shall apply:

1. The total number of annual leave hours which may be accrued at any time is ninety-six hours (12 days).

2. Accrued annual leave is not required to be utilized prior to vacation balances.
3. Employees eligible to participate are those who work in any of the twenty-four-hour facilities, who work in a seven-day per week work function, or who work at the County Library.
4. Part-time employees shall take accrued annual leave on the same pro rata basis as their part-time schedule bears to the full work schedule of their department.

17.1.3 The Association also acknowledges that County retains the right to change, amend, or repeal any County Code provision subject to any legally required meet and confer requirements which will replace County Code referenced above.

37. HOLIDAYS

37.1 County Code References and Exceptions

37.1.1 Parties agree that County may change County Code Section 2.44.070, which provides the terms, and conditions controlling use of paid holidays for all permanent and probationary employees of this Unit during the term of this Agreement. The County's holidays shall be:

1. January 1 (New Years Day);
2. The third Monday in January (Martin Luther King Day) (added July, 1984);
3. February 12 (Lincoln's Birthday);
4. The third Monday in February (Washington's Birthday);
5. The last Monday in May (Memorial Day);
6. July 4 (Independence Day);
7. First Monday in September (Labor Day)
8. The fourth Friday in September (Native American Day);
9. November 11 (Veterans Day);
10. That day in November designated as Thanksgiving Day;
11. The Friday in November immediately following the day designated as Thanksgiving Day;
12. December 25 (Christmas Day);
13. All other days as may be proclaimed by the County's Board of Supervisors (Modified July 1984)

37.1.2 The personal leave day granted in exchange for observing September 9 (Admission Day) will be allowed to be used at anytime during the current fiscal year. Part-time employees shall take personal leave on the same pro rata basis as their part-time schedule bears to the full work schedule of their department. This personal leave day cannot be accrued and will be lost unless utilized during the fiscal year.


Attachment E

37.1.3 Effective upon ratification of this Agreement, employees working a regularly scheduled workday on Thanksgiving Day, Christmas Day, and/or New Year's Day shall be compensated with premium pay at the rate of time and one-half for all hours worked on those holidays.

37.1.4 The County reserves the right to update County Code 2.44.070, Holidays and Time Off, to provide that the holiday designated as Lincoln's Birthday shall be observed either on a Monday or a Friday of the week on which the holiday falls.

For the County:

For SLOCEA:


Tami Douglas-Schatz,
Management Representative

*Mark Zeltman
for Tami Douglas-Schatz*


Marilyn Rossa,
SLOCEA Executive Director

*Theresa Schultz for
Marilyn Rossa*

Dated: 5/22/23

Dated: 5/18/2023

APPROVED AS TO FORM AND LEGAL EFFECT

RITA L. NEAL
County Counsel


By: Jenna Morton, Chief Deputy County Counsel

Dated: 5/25/23