

**SIDELETTER OF AGREEMENT  
BETWEEN THE COUNTY OF ALAMEDA  
AND THE  
UNION OF AMERICAN PHYSICIANS AND DENTISTS**

**SEPTEMBER 26, 2023**

The County of Alameda ("County") and the Union of American Physicians and Dentists ("Union"), collectively herein, "Parties", have reached agreement on this Sideletter of Agreement ("Sideletter") to the 2022-2025 Memorandum of Understanding ("MOU") regarding Section 8. (Leaves of Absence) and Section 11. (Sick Leave) by amending subsection 8.O. (Death in the Immediate Family) and subsection 11.I. (Family Sick Leave) and 11.J.3. (Services-As-Needed Employees Sick Leave/Family Sick Leave). This Sideletter is intended to memorialize the agreement reached between the Parties and is not intended to supersede any other terms and conditions of employment contained in the MOU.

The parties agree to amend subsection 8.O. (Death in Immediate Family); subsection 11.I. (Family Sick Leave); and subsection 11.J.3. (Services-As-Needed Employees Sick Leave/Family Sick Leave) as follows:

**SECTION 8. LEAVES OF ABSENCES**

**8.O. BEREAVEMENT LEAVE.** A regularly scheduled employee may be granted up to five (5) days of leave of absence with pay by the Agency/Department Head because of death in the immediate family. Employees are required to complete and submit the Bereavement Leave Statement within 30-days of the start of the bereavement leave, and the bereavement leave shall be completed within three (3) months of the date of the death of the immediate family member.

For purposes of this subsection 8.O. (Bereavement Leave), "immediate family" means a:

- Parent (biological, adoptive, step, in-law, foster, grandparent), of an employee or the employee's spouse or domestic partner
- Spouse or Domestic Partner (as defined in Appendix C Domestic Partners Defined)
- Child (biological, step, foster, legal ward, grandchild or child of a domestic partner),
- Sibling,
- Any other person sharing the relationship of in loco parentis; and
- A brother-in-law, or sister-in-law, when living in the household of the employee.

Entitlement to leave of absence under this subsection 8.O. (Bereavement Leave) shall be only for all hours the employee would have been scheduled to work for those days granted and shall be in addition to any other entitlement for sick leave, emergency leave, or any other leave.

**SECTION 11. SICK LEAVE**

**11.I. FAMILY SICK LEAVE.** Employees, as defined in Section 11.B. (Employee Defined), are eligible to use, in each calendar year, up to nine (9) days of accumulated sick leave to attend to immediate family members who are ill or injured, including emergency or routine medical/dental appointments and/or to obtain or attempt to obtain any relief to help ensure

the health, safety, or welfare of themselves or their child(ren) when the employee is a victim of domestic violence, sexual assault or stalking.

For the purpose of this subsection "immediate family" means a:

- Parent (biological, adoptive, foster, step, grandparent, legal guardian) of an employee or the employee's spouse or domestic partner as defined in Appendix C (Domestic Partners Defined) or a person who stood in loco parentis when the employee was a minor child,
- Spouse or Domestic Partner as defined in Appendix C (Domestic Partners Defined),
- Child (biological, adopted, foster, step, grandchild, legal ward or child of a domestic partner), or child to whom the employee stands in loco parentis, or
- Sibling.

Effective January 1, 2023, an "immediate family" member also includes a "designated person". The employee shall identify their "designated person" at the time the employee requests the leave. Employees are limited to one (1) "designated person" per 12-month period.

### **11.J. SERVICES-AS-NEEDED EMPLOYEES SICK LEAVE/FAMILY SICK LEAVE.**

**3. EMPLOYEE/FAMILY SICK LEAVE.** Beginning on the ninetieth (90th) day of employment, Services-as-Needed employees working in classifications which are enumerated in Appendix B are eligible to use, in each calendar year, three (3) days (or up to 24-hours) of accumulated sick leave to attend to the employee's illness or that of an immediate family members who are ill or injured and/or to obtain or attempt to obtain any relief to help ensure the health, safety, or welfare of themselves or their child(ren) when the employee is a victim of domestic violence, sexual assault or stalking. For the purpose of this section (Family Sick Leave), "immediate family" means a:

- Parent (biological, adoptive, foster, step, grandparent or legal guardian) of an employee or the employee's spouse or domestic partner as defined in Appendix C (Domestic Partners Defined) or a person who stood in loco parentis when the employee was a minor child,
- Spouse or Domestic Partner as defined in Appendix C (Domestic Partners Defined)
- Child (biological, adopted, foster, step, grandchild, legal ward) or child of a domestic partner, or child to whom the employee stands in loco parentis) or a
- Sibling.

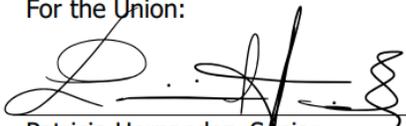
Effective January 1, 2023, an "immediate family" member also includes a "designated person". The employee shall identify their "designated person" at the time the employee requests the leave. Employees are limited to one (1) "designated person" per 12-month period.

We have read, understand, and agree to the contents of this Sideletter on September 26, 2023.

For the County:

DocuSigned by:  
*Gil Dong*  
9/26/2023  
Gil Dong, Labor Relations Analyst Date

For the Union:

  
Patricia Hernandez, Senior Representative Date **9/26/23**