

SIDE LETTER OF AGREEMENT NO. 2
TO THE MEMORANDUM OF UNDERSTANDING
BETWEEN
WESTERN MUNICIPAL WATER DISTRICT
AND
WESTERN MUNICIPAL WATER DISTRICT
EMPLOYEE ASSOCIATION

Subject to the Western Municipal Water District Board's approval, the Western Municipal Water District ("District") and the Western Municipal Water District Employee Association have agreed to the following changes to the 2021-2026 Memorandum of Understanding ("MOU") between the parties:

1. ARTICLE XIV,

SPECIAL LEAVE, is hereby amended to read as follows:

Special leave with pay is provided to comply with and shall be interpreted consistent with California's sick leave laws. It may be taken and charged against sick leave credits for the diagnosis, care or treatment of an existing health condition of, or preventative care for, an Employee's "Family Member or Designated Person," other than the Employee's own illness. The maximum number of paid sick leave hours allowed for such special leave shall not exceed forty-eight (48) hours, in a calendar year, for Employee's Family Members or Designated Person." Family Member or Designated Person, for purposes of this Article, is defined as:

1. A biological, adopted, or foster child, stepchild, legal ward, or a child to whom the employee stands in loco parentis. This definition of a child is applicable regardless of age or dependency status.
2. A biological, adoptive, or foster parent, stepparent, or legal guardian of an employee or the employee's spouse or registered domestic partner, or a person who stood in loco parentis when the employee was a minor child.
3. A spouse.
4. A registered domestic partner.
5. A grandparent.
6. A grandchild.

7. A sibling.
8. A designated person. (Defined as an individual designated by the employee at the time the employee requests paid sick days and is limited to one designated person per rolling 12-month period.)

Up to 24 hours of special leave may also be used for an employee who is a victim of domestic violence, sexual assault or stalking as set forth in the California Labor Code.

Employees wishing to utilize special leave should follow the notice requirements set forth in Article XIII, Section D.

2. ARTICLE XVI,

BEREAVEMENT LEAVE, is hereby amended to read as follows:

A. An Employee who has been employed for at least 30 days shall be entitled to bereavement leave in the event of a death in the Employee's "immediate family." "Immediate family" is defined for purposes of this Article as the registered domestic partner, spouse, child, parent, parent-in-law, sister, brother, grandparent, or grandchild of the Employee or the Employee's spouse. Such bereavement leave shall be limited to five (5) days, consisting of three (3) paid days of leave and two (2) days unpaid or the Employee may use available leave balances for the unpaid leave. However, five (5) paid days of bereavement leave shall be allowed in the case of a death that takes place more than 400 miles from Riverside, California. Proof justifying bereavement leave may be requested by the General Manager or designee, so long as it is requested within thirty (30) days of the first day of the leave.

B. The General Manager or designee may grant at his/her discretion, bereavement leave to an Employee in the event of a death outside the immediate family where, in his/her opinion, circumstances warrant such leave.

3. Except as herein modified, the MOU shall remain in full force and effect for the remainder of its term.

(Signatures on following page)

WESTERN MUNICIPAL WATER DISTRICT

By: 
Mike Gardner
President

Date: 7/5/23

WESTERN MUNICIPAL WATER DISTRICT
EMPLOYEE ASSOCIATION

By: 
Teri Patton
Board President

Date: 7/12/23