

SIDE LETTER OF AGREEMENT NO. 3
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 (50 hours for employees assigned to a 4/10 schedule), 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. Except as herein modified, the MOU shall remain in full force and effect for the remainder of its term.

WESTERN MUNICIPAL WATER DISTRICT

By: 
Mike Gardner, President

Date: 5/15/24

WESTERN MUNICIPAL WATER DISTRICT
EMPLOYEE ASSOCIATION

By: *Stephanie Ober*
Stephanie Ober
Board President

Date: _____

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Final Audit Report

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