



# *County of San Diego*

## DEPARTMENT OF HUMAN RESOURCES

### LABOR RELATIONS DIVISION

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DIRECTOR

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## LETTER OF UNDERSTANDING BETWEEN THE COUNTY OF SAN DIEGO AND THE SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 221, CLC (AE, CL, FS, HS, MM, PR, PS, RN, SS, SW UNITS)

### IN THE MATTER OF BEREAVEMENT LEAVE

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This attests and records the agreement of the County of San Diego and the Service Employees International Union (SEIU), Local 221, CLC regarding changes to bereavement leave as a result of changes to the law in compliance with AB 1949 and is effective January 1, 2023.

#### Section 3. Bereavement Leave

Bereavement leave is paid leave which is available to an employee at the time of death or funeral of a member of the employee's immediate family as defined below.

#### A. Eligibility

Only biweekly rate employees on paid status shall be eligible for paid bereavement leave.

#### B. Amount of Leave

Bereavement leave shall not exceed three (3) workdays for the death of a member of the employee's immediate family. Also, an employee shall be entitled to use two (2) additional days of sick leave as bereavement leave. If employee has no sick leave balances, the two days may be taken using other paid leave accruals. If no paid leave is available, the two days may be taken as unpaid leave.

These changes are subject to approval by the County Board of Supervisors and shall only become effective by adoption of an amendment to the County Compensation Ordinance.

**FOR THE COUNTY OF SAN DIEGO**

*Clint Obrigewitch*  
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**CLINT OBRIGEWITCH**  
**Labor Relations Manager**  
**Date:**  
**11/9/2022**

**FOR THE SERVICE EMPLOYEES  
INTERNATIONAL UNION, LOCAL 221, CLC**

*Crystal Irving*  
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**CRYSTAL IRVING**  
**President**  
**Date:** 12/08/2022