



County of San Diego

SUSAN BRAZEAU
DIRECTOR

DEPARTMENT OF HUMAN RESOURCES
LABOR RELATIONS
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**LETTER OF UNDERSTANDING
BETWEEN THE
COUNTY OF SAN DIEGO
AND THE
SAN DIEGO DEPUTY COUNTY COUNSELS ASSOCIATION
(CC and CS UNITS)
IN THE MATTER OF CALIFORNIA FAMILY RIGHTS ACT**

This attests and records the agreement of the County of San Diego and the San Diego Deputy County Counsels Association (CC and CS units) regarding changes to the California Family Rights Act as a result of changes to the law in compliance with AB 1041 and is effective January 1, 2023.

Article 7. LEAVES OF ABSENCE WITHOUT PAY

Section 7. Family Medical Leave

C. Conditions

1. The employee shall give notice to the appointing authority of the need for FML by completing the required forms.
2. The requested leave will be counted against the employee's annual FMLA and California Family Rights Act ("CFRA") entitlement as well. This notice shall refer to the leave as "FML".
3. If an employee is requesting leave for more than three (3) days due to their own serious health condition or a serious health condition of an immediate family member, defined as a child, parent, grandparent, grandchild, sibling, spouse or registered domestic partner (a domestic partner listed on an "Affidavit for Enrollment of Domestic Partners" or a state "Certificate of Registered Domestic Partnership" submitted to employee benefits), they must provide medical certification on the appropriate form, as provided by the County. If an employee does not submit a medical certification, FML may not be granted. Under certain circumstances, recertification of the serious health condition may be required. Under CFRA, an employee may also receive medical leave to provide care for one "designated person" with a serious health condition per rolling calendar year. A designated person is someone who is not an immediate family member but is related by blood or whose association with the employee is the equivalent of a family relationship.

FOR THE COUNTY OF SAN DIEGO

Kenneth Weidmann

KEN WEIDMANN
Sr. Labor Relations Officer
Date: 11/9/2022

**FOR THE SAN DIEGO DEPUTY COUNTY
COUNSELS ASSOCIATION
(CC and CS UNITS)**

Randall R. Sjoblom

RANDALL SJOBLUM
President
Date: 11/18/22