



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 THE CALIFORNIA FAMILY RIGHTS ACT

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 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. UNPAID LEAVES

Section 3. 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

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

Clint Obrigewitch

CLINT OBRIGEWITCH
Labor Relations Manager

Date:

11/9/2022

Crystal Irving

CRYSTAL IRVING
President

Date: 12/08/2022