

ADDENDUM TO MEMORANDUM OF UNDERSTANDING
FRESNO COUNTY PUBLIC SAFETY ASSOCIATION – UNIT 02

Union/Association Representative Leave of Absence (SB 1085/Government Code 3558.8):

Pursuant to the provisions of SB 1085/Government Code section 3558.8, the County shall grant an employee, with prior department approval and upon written request of the Association, a reasonable leave of absence without loss of compensation or other benefits for the purpose of enabling employees to serve as stewards or officers of the Association. Leave may be granted on a full-time, part-time, periodic, or intermittent basis under the following procedures:


1. The Association officer or steward shall submit a written request to the department head at least 15 business days in advance of the requested leave. The request shall include dates/duration, classification, and bargaining unit.
2. No more than three (3) employees per bargaining unit shall be on leave at the same time; and employees must have a minimum overall satisfactory evaluation rating for the most recent evaluation period, and employees cannot be in any probationary status and/or on administrative leave. For any employee going on leave, who is on a medical leave, the Association will ensure compliance with all medical restrictions.
3. The Association shall reimburse the County for all benefits and compensation paid to and earned/realized by the employee on leave, including but not limited to all wages and benefits, and including reasonable County administrative fees of \$2.50 per employee on leave, per pay period. Upon written notice from the County, the Association agrees to reopen and meet within 30 days of notice regarding administrative fees.
4. Reimbursement by the Association shall occur within 30 days of County billing the Association.
5. The leave of absence will be approved if it does not interfere with the performance of County services and department operations. If the leave is denied, the County will provide the Association with written notification of impacted operational needs. The Association shall provide the County with alternate leave dates for the leave to occur.

At the conclusion or termination of the leave granted under this section, the officer or steward shall have a right to reinstatement to the same position and location they held prior to such leave, or if not feasible, a substantially similar position without loss of seniority, rank, or classification.

The County shall not be liable for any act, omission, or injury suffered by any employee of the County if that act, omission or injury occurs during the course and scope of the employee's leave under this section to work for the Union. To the extent that the County is held liable for any such act, omission or injury, the Association shall indemnify and hold harmless the County.



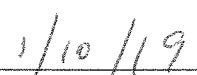
County of Fresno



Date



Fresno County Public
Safety Association – Unit 02



Date