

Side Letter Agreement  
Between  
County of Monterey and SEIU Local 521 Unit J  
Regarding Floating Holiday

The County of Monterey and SEIU Local 521, Unit J having met and conferred on the issue of Floating Holiday, agree to the modification of the Unit J Memorandum of Understanding to modify the provision of Floating Holiday as follows:

**SECTION 16 HOLIDAYS**

**16.1 Floating Holiday**

Consistent with County practices and rules regarding the use of floating holidays, the County agrees to provide one floating holiday for bargaining unit members in accordance with the terms and conditions afforded in other SEIU units. For employees at Natividad Medical Center, the floating holiday shall be kept separate from PTO. One floating holiday (equivalent to 8 hours for a full-time employee) per calendar year may be taken before or by December 31 of each year. This holiday will not carry over from year to year and no compensation will be paid for this unused holiday.

Employees hired on a permanent basis after the beginning of the calendar year shall be given a pro rata amount- to the full hour of leave based on the number of pay periods remaining in the calendar year in which the employee was hired (e.g., hired at the beginning of pay period No. 8:  $26 - 7 = 19$ ,  $19/26 \times 24 = 18$  hrs).

This agreement is subject to the final approval by the Monterey County Board of Supervisors and SEIU governing board.

The terms described herein constitute the complete and entire agreement between the parties.

s/Brette Neal  
County of Monterey

4/12/12  
Date

s/Jay Donato  
SEIU Local 521

4/12/12  
Date

s/Joel Hill  
SEIU Local 521

4/12/12  
Date