



LABOR RELATIONS

AUG 01 2007

DIVISION

# County of San Diego

DEPARTMENT OF HUMAN RESOURCES

LABOR RELATIONS DIVISION

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CARLOS G. ARAUZ, IPMA-CP  
DIRECTOR

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

IN THE MATTER OF

FAMILY MEDICAL LEAVE – REGISTERED DOMESTIC PARTNER

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I. This attests to and records the agreement of the County of San Diego and the Service Employees International Union, Local 221, CLC (AE, CL, FS, MM, PR, PS, SS, CR, CM, HS, and RN units) to amend Article 7, Section 3, Family Medical Leave, of the Memorandum of Agreement. The amendment seeks to add relevant language to include provisions for Registered Domestic Partners, bringing the MOA into compliance with the relevant state legislation. (Additions are in bold and underlined.)

II. ARTICLE 7. UNPAID LEAVES

Section 3. Family Medical Leave

C. Conditions

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 a family member **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 form entitled "Certification of Health Care Provider" (Form DHR EB-20). 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.


- III. These changes are contingent upon adoption of the amendment to the County Compensation Ordinance by the Board of Supervisors.

**FOR THE COUNTY OF SAN DIEGO:**

  
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LYNETTE M. MERCADO  
Senior Labor Relations Officer

7/10/07  
\_\_\_\_\_  
Date

**FOR THE SERVICE EMPLOYEES  
INTERNATIONAL UNION, LOCAL 221,  
CLC (AE, CL, FS, MM, PR, PS, SS, CR,  
CM, HS, AND RN UNITS):**

  
\_\_\_\_\_  
SHARON-FRANCES MOORE  
President

7/27/07  
\_\_\_\_\_  
Date