

JUL 17 2007

DIVISION



County of San Diego

DEPARTMENT OF HUMAN RESOURCES

LABOR RELATIONS DIVISION

1600 PACIFIC HIGHWAY, ROOM 203, SAN DIEGO, CALIFORNIA 92101-2429
(619) 531-5160 ♦♦♦ FAX (619) 685-2313

CARLOS G. ARAUZ, IPMA-CP
DIRECTOR

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

FAMILY MEDICAL LEAVE – REGISTERED DOMESTIC PARTNER

- I. This attests to and records the agreement of the County of San Diego and the San Diego Deputy County Counsels Association (CC and CS units) to amend Article 7, Section 7, 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. LEAVE OF ABSENCE WITHOUT PAY

Section 7. 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.

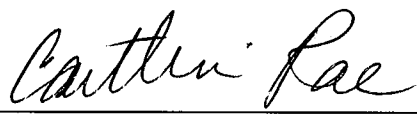
III. These changes are contingent upon adoption of the amendment to the County Compensation Ordinance by the Board of Supervisors.

FOR THE COUNTY OF SAN DIEGO:

**FOR THE PUBLIC DEFENDER
ASSOCIATION OF SAN DIEGO
COUNTY (CC AND CS UNITS):**



LYNETTE M. MERCADO
Senior Labor Relations Officer



CAITLIN RAE
President

7/18/07

Date

7/17/07

Date