

Side Letter Agreement

TEAMSTERS LOCAL 1932

ADMINISTRATIVE SERVICES; CLERICAL; CRAFT, LABOR & TRADES; MANAGEMENT; SUPERVISORY;
NURSES SUPERVISORY & MANAGEMENT; AND TECHNICAL & INSPECTION UNITS

San Bernardino County ("County") and Teamsters Local 1932 ("Teamsters"), herein referred to collectively as the "Parties" have met and conferred and reached an agreement on modification to the September 9, 2023 through February 28, 2027 Memorandum of Understanding ("MOU") between the County and Teamsters.

Effective the first day of the pay period following San Bernardino County Board of Supervisors approval, the Parties agree to amend the ANNUAL LEAVE AND ATTORNEY LEAVE article, specific only to supervising attorneys, under the MOU as provided below.

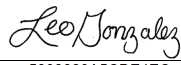
ANNUAL LEAVE AND ATTORNEY LEAVE

Effective pay period 1 of each year, an employee who is in paid status in a regular position of Supervising Deputy District Attorney, Supervising Child Support Attorney, or Supervising Deputy Public Defender shall be credited with forty (40) hours of attorney leave for the employee's use. An employee who is not in paid status (i.e., not coding paid hours) who later returns to paid status during that calendar year or employees hired after the beginning of pay period 1 of each subsequent year, shall be credited with attorney leave prorated on a monthly basis, based upon the annual rate of forty (40) hours (i.e., 3.33 hours per month, or any portion thereof). The maximum unused balance of attorney leave shall be four hundred eighty (480) hours. Attorney leave will be separate from and in addition to any vacation or holiday leave, and may be taken with the approval of the appointing authority at such time as will not impair the work schedule or efficiency of the department but with consideration given to the well-being of the employee. If an employee has reached the maximum allowed unused balance and is unable to take attorney leave because of work urgency and has had requests to use such leave denied in writing, the appointing authority will notify the Auditor-Controller/Treasurer/Tax Collector of the situation and request a waiver of the maximum allowed unused balance for a period not to exceed twelve (12) months. Appointing authorities are encouraged to give first consideration for attorney leave requests to employees who have exceeded the maximum unused balance and have been granted a waiver of the maximum unused balance due to work urgency. Attorney leave shall not be a vested right and will not be convertible to cash. Any attorney leave remaining on the books upon termination or other separation from the Unit shall be forfeited.

The remainder of this article and MOU between the Parties shall not be affected hereby and shall remain in full force and effect.

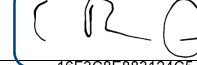
Date Agreed: _____

San Bernardino County

 7/31/2025
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Leonardo Gonzalez
Human Resources Director

Teamsters Local 1932

 7/31/2025
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Carlos Gonzales
Business Agent/Coordinator