



**Side Letter of Agreement between the County of Mendocino
and Service Employees International Union, Local 1021
December 22, 2022**

This letter confirms the intent of the County of Mendocino (County) and the Service Employees International Union, Local 1021 (SEIU), to clarify SEIU Memorandum of Understanding (SEIU MOU) Article 8.1, concerning the implementation of the 6-month probationary period for employees that have been promoted into a higher classification after having already successfully completed probation for any County classification.

The parties agree that SEIU MOU Article 8.1 Probationary Periods for New Hires, Promotions, Demotions, and Transfers, will be implemented as follows:

- Employees having already successfully completed probation for any County classification, and in months 5 to 11 of a 12 month probationary position in which they have been promoted to, as of December 13, 2022, the date the SEIU MOU was ratified, the probationary period expires one month after ratification of the agreement. For these employees in a 12 month probationary period with an end date of January 22, 2023, through June 13, 2023, the probationary period end will change to January 21, 2023, to coincide with the end of a pay period.
- Employees having already successfully completed probation for any County classification, and in months 1 to 4 of a 12 month probationary position in which they have been promoted to, as of December 13, 2022, the date the SEIU MOU was ratified, the probationary period expires. The probationary period end will change to six months from the effective date of their promotion.
- Employees promoted to a higher classification after having already successfully completed probation for any County classification, with an effective date of December 25, 2022, or later, will be subject to a 6 month probationary period in the classification in which they have been promoted.

For the County of Mendocino:

A handwritten signature in blue ink that reads "Darcie Antle".

Darcie Antle

For SEIU Local 1021:

A handwritten signature in black ink that reads "Patrick Hickey".

Patrick Hickey

Date: December 22, 2022

Date: January 4, 2023