

**SIDE LETTER OF AGREEMENT
BETWEEN
ORANGE COUNTY FIRE AUTHORITY
AND
ORANGE COUNTY EMPLOYEES ASSOCIATION
FOR THE
GENERAL AND SUPERVISORY MANAGEMENT UNITS**

This Side Letter of Agreement between the Orange County Fire Authority and the Orange County Employees Association ("OCEA"), (collectively, "Parties") is entered into with respect to the following:

WHEREAS, the 2021-2027 Memorandum of Understanding (MOU) between the Parties became effective on April 27, 2023; and

WHEREAS, during the term of the 2021-2027 MOU a variety of employment law changes were signed into law by the Governor of California which differ from provisions in the 2021-2027 MOU; and

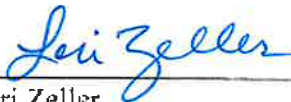
WHEREAS, the Parties shall comply with California employment law.

NOW THEREFORE, in consideration of the foregoing, effective January 1, 2024, the parties agree as follows:

1. Bereavement Leave pursuant to Article 5, Section 2, will include leave for a reproductive loss event. A "reproductive loss event" is defined as miscarriage, unsuccessful assisted reproduction, failed adoption, failed surrogacy or stillbirth. If an employee experiences more than one reproductive loss event within a twelve (12) month period, the employee is only entitled to a total of twenty (20) days of leave within the twelve (12) month period.

ORANGE COUNTY FIRE AUTHORITY

**ORANGE COUNTY EMPLOYEES
ASSOCIATION**



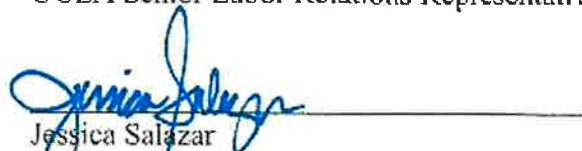
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Date

Date