

**SIDE LETTER OF AGREEMENT
BETWEEN
ORANGE COUNTY FIRE AUTHORITY
AND
ORANGE COUNTY PROFESSIONAL FIREFIGHTERS ASSOCIATION
FOR THE FIREFIGHTER UNIT**

This Side Letter of Agreement between the Orange County Fire Authority and the Orange County Professional Firefighters Association, Local 3631 (“3631”), (collectively, “Parties”) is entered into with respect to the following:

WHEREAS, the 2023-2027 Memorandum of Understanding (MOU) between the Parties became effective on March 23, 2023; and

WHEREAS, during the term of the 2023-2027 MOU employment law changes were signed into law by the Governor of California which differ from provisions in the 2023-2027 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 3, 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

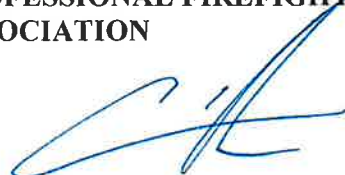


Terry (TJ) McGovern
Deputy Chief, Emergency Operations Bureau



Lori Zeller
Deputy Chief, Administration & Support Bureau

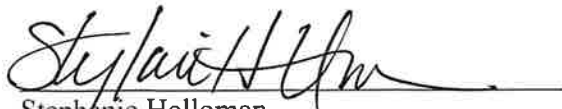
**ORANGE COUNTY FIRE AUTHORITY
PROFESSIONAL FIREFIGHTERS
ASSOCIATION**



Chris Hamm
OCPFA Local 3631 President



Tim Steging
OCPFA Local 3631 Vice President


Stephanie Holloman
Assistant Chief/Human Resources Director


Justin Dillon
OCPFA Local 3631 Vice President

1/31/24
Date

1.31.24
Date