

**Side Letter of Agreement
Between
International Union of Operating Engineers (IUOE), (Bargaining Unit 12)
And
The State of California**

The State of California and IUOE agree to modify Article 10.2 (Sick Leave) of the existing agreement to include the changes to Labor Code section 233 which incorporated the expansion of sick leave use to include those reasons specified in the Healthy Workplaces, Healthy Families Act of 2014 (AB 1522) mentioned in Labor Code section 246.5 as well as the extended definition of family member mentioned in Labor Code 245.5

Labor Code 246.5 adds language to include the use of sick leave for an employee who is a victim of domestic violence, sexual assault, or stalking.

Labor Code 245.5 defines family member as any of the following: a child, meaning a biological, adopted, or foster child, stepchild, legal ward, or a child to whom the employee stands in loco parentis. This definition of a child is applicable regardless of age or dependency status. A biological, adoptive, or foster parent, stepparent, or legal guardian of an employee or the employee's spouse or registered domestic partner, or a person who stood in loco parentis when the employee was a minor child. As well as a spouse, registered domestic partner, grandparent, grandchild, and a sibling.



State of California, CalHR

2/28/2017

Date



International Union of Operating Engineers

2/27/17

Date