

**SIDE LETTER TO THE  
2024-2027  
MEMORANDUM OF UNDERSTANDING (MOU)  
BETWEEN  
COUNTY OF RIVERSIDE  
AND  
LABORERS' INTERNATIONAL UNION OF NORTH AMERICA, LOCAL 777**

This Side Letter of Agreement (Agreement) between the County of Riverside (County) and the Laborers' International Union of North America, Local 777 (LIUNA) (collectively Parties) is entered into with respect to the following:

**WHEREAS**, the Parties met and conferred pursuant to the reopener language in the 2024-2027 MOU to determine the County's contribution for employee only and employee plus one for 2026 coverage. As a result of the reopener, the Parties wish to modify their MOU to modify the Flexible Benefit Program; and

**WHEREAS**, the following sets forth the Parties' Agreement:

1. The parties agree to modify Article XXII, Section 1(B) Flex Benefits Program of their MOU as follows:

**FLEX BENEFITS PROGRAM (ARTICLE XXII)  
SECTION 1 - Flex Benefits Program.**

- B. Contribution Amounts for Employees in County Sponsored Health Insurance. The County's total contribution toward the employee's medical (inclusive of the CalPERS statutory minimum), dental and vision plans for County sponsored plans shall be as follows:

COVERAGE LEVEL	TOTAL COUNTY CONTRIBUTION EFFECTIVE NOVEMBER 13, 2025 (PAY PERIOD 25) for CalPERS Benefit Year 2026
Employee Only:	\$969.06
Employee Plus One Dependent:	\$1,671.06
Employee Plus Family:	\$2,087.00

1. Employees must select a medical plan to receive these amounts.
2. Flex for Part-Time Employees.
  - a. Employees working twenty (20) to twenty-nine (29) hours per week, shall receive fifty percent (50%) of the applicable County of Riverside Flexible

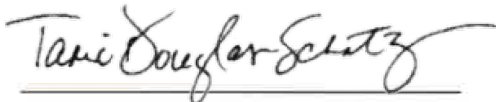
Benefits Program contribution amount allotted for full-time regular employees per month per employee.

- b. Employees working thirty (30) to thirty-nine (39) hours per week, shall receive seventy five percent (75%) of the applicable flexible benefits contribution amount allotted for full-time regular employees per month per employee.
- c. Part time employees who work more or less than their designated status for a fiscal year quarter shall be re-characterized at the end of that quarter based on their actual pattern of work during that quarter

The terms of this side letter shall be incorporated into the successor MOU between the County and LIUNA unless otherwise negotiated.

The terms of this side letter shall become effective following signature by both parties and approval by the Board of Supervisors.

**FOR THE COUNTY OF RIVERSIDE**



Tami Douglas-Schatz, HR Director

9/25/2025

Date

**FOR LIUNA, LOCAL 777**



Victor M. Gordo  
Business Manager, LIUNA, Local 777

9.24.2025

Date