

SIDE LETTER OF AGREEMENT

BETWEEN

COUNTY OF RIVERSIDE

AND

THE 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:

The Parties agree to amend Article XXVII, Union Rights of the 2024 - 2027 Memorandum of Understanding ("MOU") to add Section 7 Full Time Release (new) as follows:

Article XXVII
UNION RIGHTS

Section 7. Full Time Release (new)

The County agrees to release one (1) employee represented by LIUNA for full-time Union related business. Such release shall be in one (1) year increments and may be renewed by mutual agreement by the Parties. Absent exigent circumstances, the Union shall provide the County with at least thirty (30) days' advance written notice whenever there is a change in the identity of the employee designated for release time, whenever the Union elects to discontinue the release-time assignment, or whenever the Union elects to reinstate or renew the release-time assignment.

An employee on full-time Union release shall remain a County employee and shall continue to receive salary and benefits in accordance with applicable County policies and the Memorandum of Understanding. The employee shall suffer no loss of seniority, service credit, step advancement eligibility, promotional opportunity, or other rights provided under the applicable MOU. Upon conclusion of the release assignment, the employee shall be returned to their former classification, position, and work location whenever practicable, or to a substantially equivalent position with no loss of seniority, compensation, or benefits.

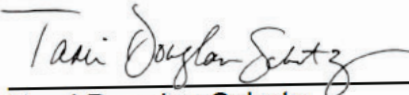
Work performed on behalf of the Union pursuant to this provision shall not constitute outside employment requiring County approval. During the period of full-time release, the employee's day-to-day activities shall be directed by LIUNA. No overtime shall be paid by the County for work performed on behalf of the Union

during the release-time assignment. The Union shall fully reimburse the County for all actual costs associated with the release-time assignment, including salary, benefits, retirement contributions, payroll taxes, leave accruals, and any other employment-related costs incurred by the County. The County shall provide the Union with an itemized statement of such costs on at least a quarterly basis, and reimbursement shall be made upon receipt of invoice.

The Union agrees to indemnify, defend, save, and hold harmless the County, its officers, agents, employees, and representatives from and against any and all claims, demands, liabilities, debts, actions, causes of action, damages, losses, costs, and expenses, including claims for wrongful death, arising out of or in any manner connected solely with the performance of duties or services by the employee while acting within the course and scope of Union related duties or services, except to the extent caused by negligence or misconduct of the County.

The effective date of the change shall be the first full pay period after execution by both parties and approval by the Board of Supervisors.

FOR THE COUNTY OF RIVERSIDE

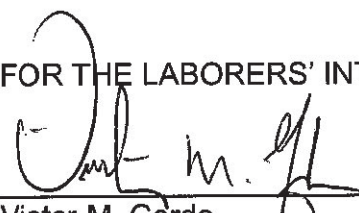


Tami Douglas-Schatz,
Human Resources Director

7/14/2026

Date

FOR THE LABORERS' INTERNATIONAL UNION OF NORTH AMERICA, LOCAL 777



Victor M. Gordo
Business Manager, IUUNA Local 777

7/21/26

Date