

October 8, 2025

SUCCESSOR MOU NEGOTIATIONS

Between

CITY OF SANTA CRUZ

And

FIRE MANAGEMENT ASSOCIATION OF THE CITY OF SANTA CRUZ

TENTATIVE AGREEMENT – SECTION 17.02.04 CONDITIONS COVERING FAMILY LEAVE

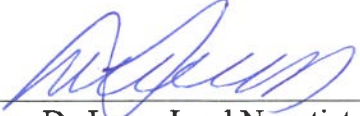
TENTATIVE AGREEMENT PURSUANT TO GROUND RULE 14

17.02.04 CONDITIONS COVERING FAMILY LEAVE

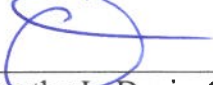
- A. Eligible employee means having been employed by the City for twelve (12) months and has worked for at least 1,250 hours during the twelve (12) month period immediately preceding the commencement of the leave.
- B. Medical verification is required for employee or ill family member for medical leave period.
- C. Employees are required to give at least thirty (30) calendar days written notice in the event of a foreseeable leave. In unexpected or unforeseeable situations, an employee should provide as much written notice as is practicable.
- D. Employees are required to use accrued vacation as a part of the family leave period. Use of sick leave is not required but may be used pursuant to the applicable provisions of the Memorandum of Understanding.
- ~~E. — Pregnancy disability is not covered under this section and is covered by the California Fair Employment and Housing Act which allows up to four (4) months of leave depending on the actual disability (see Section 17.02.02-Pregnancy Disability Leave).~~
- F. Employees retain "employee" status while on family care leave. The leave does not constitute a break in service for purposes of longevity, and/or seniority. Upon return to work, employee will be reinstated to an equivalent position with equivalent pay and benefits.
- G. Any request for additional leave may be made pursuant to Section 17.02.01 (Medical or Personal Leave). Requests for leave time using multiple time off provisions may not exceed the total amount allowed pursuant to Section 17.02.01 (Medical or Personal Leave).

- H. Benefits premiums shall be made in accordance with the Federal Family and Medical Leave Act and the California Family Rights Act. Under the current law, the City will continue to maintain coverage under the same conditions, as coverage would have been provided if the employee had been continuously employed during the leave period.
- I. Any other conditions or interpretations of the leave shall be based upon the Federal Family and Medical Leave Act and the California Family Rights Act.

For the City of Santa Cruz




Sara De Leon, Lead Negotiator
Date: 10/18/25



Timothy L. Davis, Co- Lead Negotiator
Date: 10/19/25

For the Fire Management Association of the City of Santa Cruz



Joshua Coleman, Lead Negotiator
Date: 10/18/25