

October 13, 2025

SUCCESSOR MOU NEGOTIATIONS

Between

CITY OF SANTA CRUZ

And

**SUPERVISORY EMPLOYEES OF THE CITY OF SANTA CRUZ
OPERATING ENGINEERS, LOCAL #3**

TENTATIVE AGREEMENT – SECTION 17.02.03 FAMILY LEAVE

TENTATIVE AGREEMENT PURSUANT TO GROUND RULE 15

SECTION 17.02.03 FAMILY LEAVE

In accordance with the Federal Family and Medical Leave Act and the California Family Rights Act, the City will grant job protected unpaid family and medical leave to eligible employees for up to twelve (12) weeks, (continuous or cumulative), per rolling twelve (12) month period measured backward, for any one or more of the following reasons:

- A. The birth of a child and in order to care for such child or the placement of a child with the employee for adoption or foster care, including the child of the employee's domestic partner (leave for this reason must be taken within the twelve (12) month period following the child's birth or placement with the employee).

In any case in which both parents are employed by the City of Santa Cruz and are entitled to leave, the aggregate number of workweeks of leave to which both may be entitled is limited to twenty-four (24) workweeks during any twelve (12) month period if leave is taken for the birth or placement for adoption or foster care of the employees' child or child of the employee's domestic partner.

- B. In order to care for a spouse, domestic partner, child, parent, parent-in-law, grandparent, grandchild, or sibling of the employee who has a serious health condition.
- C. The employee's own serious health condition that makes the employee unable to perform the functions of their position.
- D. Military family leave, which includes:
1. "Qualifying Exigency Leave" may be taken if the employee's spouse, son, daughter, or parent is on covered active duty or called to covered active duty status in the Regular Armed Forces during deployment to a foreign country or in the National Guard and Reserves during deployment to a foreign country under a

call or order in support of a contingency operation; qualifying exigencies may include short-notice deployment, attending certain military events, arranging for alternative childcare and school activities, addressing certain financial and legal arrangements, attending certain counseling sessions, rest and recuperations, and attending post-deployment reintegration briefings.

2. "Military Caregiver Leave" of up to twenty-six (26) workweeks in a twelve (12) month period may be taken by an eligible employee who is the spouse, son, daughter, parent, or next of kin of a "covered servicemember", in order to care for the covered servicemember with a serious illness or injury incurred or aggravated in the line of duty while on active military duty.

a. In any case in which both parents are employed by the City of Santa Cruz and are entitled to leave to care for a covered servicemember, the aggregate number of workweeks of leave to which both may be entitled is limited to twenty-six (26) workweeks during any twelve (12) month period.

Conditions covering the leave shall include the following:

- A. "Eligible employee" means having been employed by the City for twelve (12) months and having worked for at least one thousand two hundred fifty (1,250) hours during the twelve (12) month period immediately preceding the commencement of the leave;
- B. Medical verification is required for the employee or their ill family member for the medical leave period;
- C. Employees are required to give at least thirty (30) 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).~~
- F. Employees retain "employee" status while on family care leave. The leave does not constitute a break in service for purpose of longevity, and/or seniority. Upon return to work, employees 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. Requests for leave time using multiple time off provisions may not exceed the total amount allowed pursuant to Section 17.02.01.
- H. Any other conditions or interpretations of this leave shall be based upon the Federal Family and Medical Leave Act and the California Family Rights Act.

For the City of Santa Cruz

Supervisory Employees of the City of Santa Cruz Operating Engineers, Local #3



Sara De Leon, Lead Negotiator
Date: 10/13/25



Jennie Munster, OE3 President
Date: 10/13/25



Timothy L. Davis, Co-Lead Negotiator
Date: 10/13/25



DC Lawson-Thomas, OE3 Vice President
Date: 10/13/25



Michael Moore, OE3 Lead Negotiator
Date: