



County of Lake

State of California

Side Letter to LCEA Units #3, #4, #5 July 23, 2019-December 31, 2019 MOU

The County wishes to change the definition of County Declared Holidays, replacing all reference to Columbus Day with Indigenous Peoples' Day. To achieve this, the LCEA Units #3, #4, and #5 and the County agree that effective October 8, 2019, Section IV.A.1. of the LCEA Units #3, #4, #5 July 23, 2019-December 31, 2019 MOU, or any successor agreement, shall be adjusted as follows:

**IV.A. HOLIDAYS**

**IV.A.1 COUNTY DECLARED HOLIDAYS**

The following days during the contractual period shall be declared as holidays and compensated as such for employees in the represented classifications:

- |  |   |
|--|---|
| 1) New Year's Day  | January 1   |
| 2) Martin Luther King Day  | Third Monday in January   |
| 3) President's Day   | Third Monday in February  |
| 4) Memorial Day  | Last Monday in May  |
| 5) Independence Day  | July 4  |
| 6) Labor Day   | First Monday in September   |
| 7) Indigenous Peoples' Day   | Second Monday in October  |
| 8) Veterans Day  | November 11   |
| 9) Thanksgiving Day  | Fourth Thursday in November   |
| 10) Day After Thanksgiving Day                                     | Friday Following the Fourth Thursday in November  |
| 11) Winter Holiday   | (Monday - Friday of the week December 25th falls on, if December 25th falls on a weekday. If December 25th falls on a Saturday or Sunday, the 23rd through 29th of December.) |
| 12) Any other holiday declared by the Board pursuant to State Law. |   |

This side letter shall apply to the current MOU and any successor agreements and shall continue until such time as either:

- 1) A successor MOU is ratified by both the COUNTY and LCEA Units #3, #4, #5; or
- 2) The COUNTY and the above-referenced LCEA Units agree to amend the applicable sections of the current MOU, whichever is sooner.

COUNTY OF LAKE

LAKE COUNTY EMPLOYEES ASSOC.  
UNITS #3, #4, #5

\_\_\_\_\_  
Chairman,  
Board of Supervisors

\_\_\_\_\_  
Date

\_\_\_\_\_  
Representative  
of the LCEA

\_\_\_\_\_  
Date