

**Side Letter of Agreement  
by and Between the  
County of Madera and the  
Service Employees' International Union Local 521 (SEIU)  
[on behalf of the Service Unit]**

This Side Letter Agreement (“Agreement”) is made and entered into by the Service Employees’ International Union Local 521 (“SEIU”) and the County of Madera (“County”) collectively referred to as the “Parties.” Having met and conferred in good faith, the Parties hereby agree to modify section 12.02.00 – Alternate Work Schedule of the 2021-2024 Memorandum of Understanding between the County and SEIU (“MOU”). The modified language shall read as follows:

12.02.00 – Alternate Work Schedule

An alternate work schedule including, but not limited to, a 9/80, or 4/10 may be implemented after the The CAO will review such recommendation as to how they will serve the best interest of the County.

The County or the employee may terminate an employee’s alternative work schedule at any time by written notice to the other party. However, the employee may not terminate an alternative work schedule where such change would disrupt or harm operations of the County or Department, as determined by the Department Head.

The County will provide a 30-day notice to employees prior to a change to their alternate work schedule, except in cases of emergency that would adversely affect program or County operations. In addition, the alternate work schedule may be changed at any time upon mutual agreement of the employee and the Department Head.

The assignment of an individual Employee to an alternate work schedule shall not be subject to meet and confer.

Individual Employees shall have no vested right in any specific schedule.

All provisions of the MOU not amended by this side letter agreement shall remain in full force and effect.

Agreed this 6th day of November, 2025.

**County of Madera:**

*Sabrina Mendez*

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Sabrina Mendez, Chief Negotiator

*Chenecua Dixon*

Chenecua Dixon (Nov 5, 2025 14:22:48 PST)

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Chenecua Dixon, Director of Human Resources

**Association/Unit:**

*M.B*

Miguel Barragan (Nov 5, 2025 14:13:37 PST)

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Miguel Barragan, Internal Organizer

*Julie A. Dodd, MSW, SWIV*

Julie A. Dodd, MSW, SWIV (Nov 5, 2025 12:40:08 PST)

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Julie Dodd, Vice President-Professional Unit

*Blake Chapman*

Blake Chapman (Nov 5, 2025 11:52:27 PST)

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Blake Chapman, Vice President-Service Unit

# Side Letter of Agreement - Service Unit (SEIU) Alternate Work Schedules REVISED 09.18.25\_

Final Audit Report

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## "Side Letter of Agreement - Service Unit (SEIU) Alternate Work Schedules REVISED 09.18.25\_" History

-  Document created by Ivonne Salvador (ivonne.salvador@maderacounty.com)  
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 Agreement completed.

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