

MEMORANDUM OF AGREEMENT
Between
Houston County and Law Enforcement Labor Services, Inc.

This Memorandum of Agreement is entered into between the County of Houston (hereafter, "County") and Law Enforcement Labor Services, Inc., Local #60 (hereafter, "Union").

WHEREAS, the County and the Union are parties to a Collective Bargaining Agreement (hereafter "CBA" or "Agreement").

WHEREAS, the CBA contains language in Article 13.1, setting forth the list of individuals identified as "Immediate family" of employee members of LELS Local #60.

WHEREAS, the Union and the County desire to clarify the terms "niece" and "nephew" include nieces and nephews of both the member employee and those of the member employee's spouse.

NOW, THEREFORE, the parties agree as follows:

1. Article 13.1 shall be amended to include the underscored words as follows:

Bereavement Leave. Full-time employees may request the use of up to a maximum of three (3) consecutive scheduled work days, with pay, for bereavement in the event of the loss of a member of the employee's immediate family. Immediate family shall be defined as the employee's spouse, children, mother, father, grandparents, brother, sister, brother-in-law, sister-in-law, son-in-law, daughter-in-law, aunt, uncle, niece, nephew, grandchildren, step children, step grandchildren and the mother, father, aunt, uncle, brother, sister, niece, nephew, or grandparents of the employee's spouse.

2. This MOA shall have retroactive application to January 1, 2019 and shall remain in effect for the duration of the CBA.

Signature Page Follows

In witness whereof, the parties have caused this Memorandum of Understanding to be executed this 26 day of February, 2019.

HOUSTON COUNTY

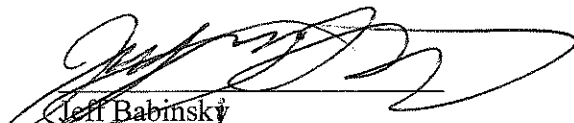
**LAW ENFORCEMENT
LABOR SERVICES, INC.**



Teresa Walter
County Board Chair



Renee Zachman
LELS Business Agent



Jeff Babinsky
Houston County Administrator



Mark Olson
LELS Local #60 Steward



Theresa Arrick-Kruger
Houston County HR Director

Date: 2/26/19

Date: 2-19-19