



Mendocino County Human Resources Department

Side Letter of Agreement between the County of Mendocino and Service Employees' International Union, Local 1021

September 18, 2026

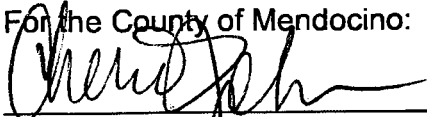
This Side Letter is entered into between the County of Mendocino ("County") and Service Employees' International Union, Local 1021 (SEIU), collectively referred to as "Parties."

The parties have resolved meet and confer obligations related to the Library contracting custodial services for the Round Valley Branch Library in Covelo and Coast Community Branch Library in Point Arena, beginning September 2026, through August 2028, as follows:

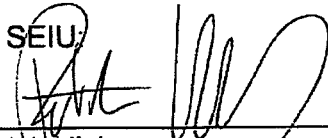
1. The parties agree that these contracts pertain to the limited need for custodial services in the Covelo and Point Arena Branch Libraries.
2. The parties agree that services performed by a contractor are limited to Covelo and Point Arena Branch Libraries.
3. The parties agree that services performed by a contractor are limited to a maximum of 20 hours per week for each location.
4. The parties agree that it is a mutual goal to be able to terminate these contracts by filling a Custodian position when the need rises to at least a part-time equivalent or greater of 20 hours per week (.5 full-time equivalent). To that end, the Library shall provide the Union with quarterly updates on the needs of custodial services in Covelo and Point Arena.
5. The County acknowledges that the work covered by these contracts is bargaining unit work and that the Union does not waive its right to this bargaining unit work by permitting these temporary one-time contracts to proceed.
6. The parties agree this side letter does not establish a precedent, past-practice or waiver of any Union rights related to bargaining unit work.

Date: September ²¹~~XX~~, 2026

For the County of Mendocino:


Cherie Johnson
Human Resources Director

For SEIU:


Patrick Hickey
Field Representative

9/21/2026