

**SIDE LETTER  
RE: PARENTAL LEAVE**

**LABORER'S INTERNATIONAL UNION OF NORTH AMERICA  
LOCAL 860,  
FISCAL OFFICE, BOARD OF REVISION, TREASURER**

Parental leave shall be provided in accordance with the County's Employee Handbook. Any changes to the Handbook regarding parental leave provision shall be applicable to bargaining unit employees.


The parties agree that this provision will be included and incorporated into the successor Collective Bargaining Agreement.

**FOR THE UNION:**

By:   
Anthony Liberatore  
Business Manager/Secretary-Treasurer

Date: March 8, 2024

**FOR THE COUNTY:**

By:   
Chris Ronayne  
Cuyahoga County Executive  
By: Katherine A. Gallagher, Deputy Chief of Staff  
For Operations and Community Innovation  
Pursuant to Executive Order EO2023-0003  
Dated July 6, 2023

Date: 3/11/24

**Approved as to Legal Form:**

  
Cuyahoga County Law Department