

AMENDMENT TO THE AGREEMENT BETWEEN
City of Santa Cruz Service Employees, SEIU Local 521
and the City of Santa Cruz
Dated June 10, 2020

SEIU Local 521 and the City of Santa Cruz (City) are parties to a Memorandum of Understanding (MOU) that expires on April 15, 2022.

Having met and conferred in good faith the parties wish to memorialize their Agreement to amend the Side Letter Agreement Dated June 10, 2020 which modified their MOU to with respect to personnel cost savings which was effective June 27, 2020 through June 25, 2021.

The City is expected to receive \$15 million in funds from the American Rescue act over two years. These funds will allow the City to terminate the Side Letter Agreement six weeks early, effective May 14, 2021.

The following items remain in effect pursuant to the original Side Letter Agreement:

1. For the duration of this agreement, the reinstatement period defined in Section 17.05 (Reinstatement) of the MOU will be extended to thirty-six (36) months.
2. For the duration of the furlough and eighteen months beyond, starting with the original termination date, June 25, 2021, the accumulation of vacation time shall be expanded to allow three times the annual rate of accrual.
3. The language of any section of the MOU not modified by this agreement shall remain in effect for the duration of the term of the original MOU.

In addition, the parties agree to the following:

1. Until the end of the term of the original Side Letter Agreement (June 25, 2021), SEIU employees may request to continue to work 10% furlough.
2. Employees may use paid time off such as vacation or compensatory time or Voluntary Time-Off (unpaid) leave on the furlough day. VTO hours will not be calculated towards overtime.
3. While approval is dependent upon the specific needs of the department, Department Heads shall recognize and respect the needs of employees with child care, elder care, and other time conflicts due to or exacerbated by the Covid-19 pandemic and shall, whenever possible, grant these requests for continuation of a 10% furlough.
4. SEIU will provide a list of employees who choose to use either paid time off or VTO to the Human Resources Director no later than May 3, 2021.

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**City of Santa Cruz Service Employees
SEIU Local 521**

City of Santa Cruz

Kimberly Johnson

Kimberly Johnson

Lisa Murphy

Lisa Murphy

Olivia Martinez

Olivia Martinez

Ken Bare

Ken Bare

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SEIU_Removal of Furlough_REvised 4-26


Final Audit Report

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 Agreement completed.

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