

Side Letter Agreement

City of Santa Cruz and City of Santa Cruz Service Employees, S.E.I.U., Local 521

(June 1, 2023)

Pursuant to the provisions of the Meyers-Miliias-Brown Act (“MMBA”), this Side Letter of Agreement (the “Side Letter Agreement”) is entered in on June 1, 2023, between the City of Santa Cruz (the “City”) and the City of Santa Cruz Service Employees, Service Employees International Union, S.E.I.U., Local 521 (the “Union”) as an amendment to the Memorandum of Understanding (MOU) effective October 1, 2022 – October 10, 2025.

It is understood and agreed that the specific provisions contained in this side Letter Agreement shall supersede any previous agreements, whether oral or written, regarding the matters contained herein. Except as provided herein, all wages, hours, and other terms and conditions of employment presently enjoyed by the Union in the MOU shall remain in full force and effect.

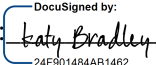
The City and the Union have met and conferred in good faith in accordance with the MMBA, concerning the terms and conditions of this Side Letter Agreement and agree to replace the following provision of the MOU effective June 1, 2023:

16.03 Safety Boots

The City shall provide safety boots/shoes for employees in the classifications that require wearing them as shown in Exhibit E. The City may establish administrative procedures for the selection and purchase of such boots/shoes. All eligible employees will be required to wear safety boots/shoes while on duty unless granted a medical exemption. Safety boots/shoes shall not be worn for non-work related purposes. Boots/shoes shall be replaced on an as-needed basis up to the current annual limit of \$250. If feasible, the City will offer a choice of different styles of boots/shoes.

City of Santa Cruz Service Employees, S.E.I.U. Local 521

Date: 5/16/2023

By: 
 DocuSigned by: Katy Bradley
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Katy Bradley, Internal Organizer, SEIU

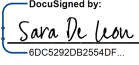
Date: 5/18/2023

By: 
 DocuSigned by: Ken Bare
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Ken Bare, SEIU President


City of Santa Cruz

Date: 5/12/2023

By: 
 DocuSigned by: Sara De Leon
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Sara De Leon, Chief People Officer,
City of Santa Cruz, Human Resources

Date: 5/13/2023

By: 
 DocuSigned by: Juan Molina
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Juan Molina, SEIU Vice President