

**LETTER OF AGREEMENT
BETWEEN
THE CITY OF FREMONT
AND
CITY OF FREMONT EMPLOYEE ASSOCIATION**

The City of Fremont (“City”) and the City of Fremont Employee Association (CFEA) (“Union”) having met and conferred pursuant to California Government Code Section 3500 et. seq. hereby agree to a side letter of agreement to extend the term of the current CFEA Memorandum of Understanding for a one year period. The Parties understand the Agreement must be ratified by the Fremont City Council.

SECTION 1: Nature of Agreement

The current MOU between the City of Fremont and CFEA expires on June 30, 2021. Given the current COVID-19 pandemic, which has caused unforeseen impacts on the City’s general operations and budget, staff and representatives of CFEA met and conferred and have agreed to extend the current MOU for a one-year period.

The parties agree to an amendment of Article 1, Section 6: *Term* as follows:

SECTION 6: TERM

This Memorandum of Understanding incorporates all modifications regarding wages, hours and other terms and conditions of employment. The parties agree that all agreements made in previous Memorandums of Understanding, and not subsequently modified, have been included in this Memorandum of Understanding. Unless otherwise so provided, this Memorandum of Understanding shall be effective upon July 1, 2019 and shall expire June 30, ~~2021~~2022 and shall continue in effect from year to year thereafter unless terminated or modified as provided herein.

The City and CFEA further agree that all other terms and conditions of the MOU shall remain status quo through the extended expiration of the MOU term, on June 30, 2022.

This agreement is considered tentative and shall not be considered final or binding until ratified by the membership and approved by the City Council. This document sets forth the full agreements of the parties reached during these negotiations. Anything not included in the document is not part of the Letter of Agreement.

Executed and adopted the 1st day of February, 2021 by the Employer-Employee Representatives whose signatures appear below for the respective organizations.

FOR THE CITY OF FREMONT:

FOR UNION:

DocuSigned by:

Brian Stott

Brian Stott, Assistant City Manager

DocuSigned by:

Monica Gloria

Monica Gloria, CFEA President

DocuSigned by:

Allen Demers

Allen Demers, HR Director

DocuSigned by:

Lori Marra

Lori Marra, Secretary

APPROVED AS TO FORM:

DocuSigned by:

Harvey Levine

Harvey Levine, City Attorney