

SIDE LETTER AGREEMENT

BETWEEN

THE CITY OF SANTA CLARA

AND

THE ENGINEERS OF SANTA CLARA (UNIT 4)

REMOTE WORKPLACE

The City and the Engineers of Santa Clara (Unit 4) agree to meet and confer over a remote workplace policy. As this is a Citywide issue and may concern employees represented by other bargaining units, it is the intent of the parties to meet in a coalition setting to the extent it is possible. The parties agree that the first meeting on a remote workplace policy shall occur no later than December 31, 2022, or the date when the City Manager lifts the State of Emergency declared on March 11, 2020, whichever comes later.

This Side Letter Agreement is considered part of the tentative agreement for a successor Memorandum of Understanding (or "MOU") between the parties, and shall become effective only as part of the overall tentative agreement for a successor MOU, and when signed by all parties below and approved by City Council.

FOR THE CITY:

Aracely Azevedo Digitally signed by Aracely Azevedo
Date: 2023.03.29 10:23:23 -07'00'

Aracely Azevedo Date
Director of Human Resources

Marco Mercado Digitally signed by Marco
Mercado
Date: 2023.03.23 11:28:56 -07'00'

Marco Mercado Date
Assistant Director of Human Resources

FOR UNIT 4:

Jeevan Valath Digitally signed by Jeevan Valath
Date: 2023.03.23 11:37:51 -07'00'

Jeevan Valath Date
President, Unit 4