

**SIDE LETTER AGREEMENT NO. 4  
BETWEEN THE CITY OF LATHROP AND  
SERVICE EMPLOYEES INTERNATIONAL UNION 1021  
EXTENDING MEMORANDUM OF UNDERSTANDING  
TO JUNE 30, 2022**

**THIS AGREEMENT**, dated for convenience this 8th day of February 2021 is by and between Service Employees International Union (SEIU) and the City of Lathrop (City).

**RECITALS**

**WHEREAS**, the City and SEIU are parties to a Memorandum of Understanding (MOU) with a term ending June 30, 2021; and

**WHEREAS**, the response to the COVID-19 outbreak continues and the full extent to the impact of the economy is unknown; and

**WHEREAS**, the City and SEIU have both agreed to extend the term of the MOU to June 30, 2022 with a 3% COLA effective July 1, 2021; and

**WHEREAS**, both parties agree all other terms and conditions of the MOU to remain unchanged unless the City and SEIU mutually agree to amend specific issues contained within; and

**WHEREAS**, the City Council considered and approved this request by a vote of 5-0 in closed session on February 8, 2021 pursuant to Government Code Section 54957.6 and authorized the City Manager to sign this agreement; and

**WHEREAS**, the City Attorney issued a disclosure report in open-session in compliance with California Government Code 54957.1(a)6; and

**NOW THEREFORE**, parties have agreed to extend the current MOU by way of the meet and confer process. The persons executing this MOU each represent and warrant that they have been duly authorized to do so and the MOU is a valid and binding obligation of both parties.

**CITY OF LATHROP**


  
Stephen J. Salvatore, City Manager

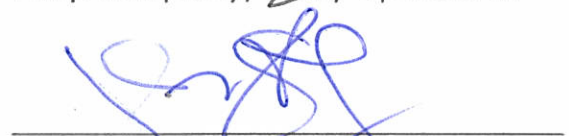
**SEIU 1021**

  
William R. Petrone, Regional Director

**APPROVED AS TO FORM:**

  
Salvador Navarrete, City Attorney

  
Philip Humphrey, Utility Operator II

  
John Stead-Mendez, Executive Director

**SIDE LETTER AGREEMENT NO. 3  
BETWEEN THE CITY OF LATHROP AND  
SERVICE EMPLOYEES INTERNATIONAL UNION LOCAL 1021  
EXTENDING MEMORANDUM OF UNDERSTANDING  
TO JUNE 30, 2021**

**THIS AGREEMENT**, dated for convenience this 8<sup>th</sup> day of June 2020 is by and between Service Employees International Union Local 1021 (SEIU) and the City of Lathrop (City);

**RECITALS**

**WHEREAS**, the City and SEIU are parties to a Memorandum of Understanding (MOU) with a term ending June 30, 2020; and

**WHEREAS**, the City and SEIU began negotiation meetings on February 13, 2020; and

**WHEREAS**, there has been a significant and uncertain impact to the economy due to the outbreak of COVID-19; and

**WHEREAS**, both parties have agreed to extend the term of the MOU to June 30, 2021 with a 3% COLA effective July 1, 2020; and

**WHEREAS**, all other terms and conditions of the MOU to remain unchanged; and

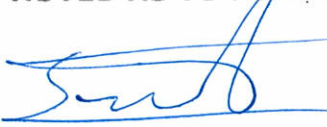
**WHEREAS**, the City Council approved and authorized the City Manager to sign this agreement at its regularly scheduled meeting of June 8, 2020;

**NOW THEREFORE**, parties have agreed to extend the current MOU by way of the meet and confer process. The persons executing this MOU each represent and warrant that they have been duly authorized to do so and the MOU is a valid and binding obligation of both parties.

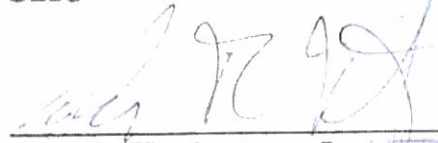
**CITY OF LATHROP**

  
\_\_\_\_\_  
Stephen J. Salvatore, City Manager

**APPROVED AS TO FORM:**

  
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Salvador Navarrete, City Attorney

**SEIU**

  
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Mike Fouch, Business Representative  
William R. Retore, Regional Director  
**SEIU**

  
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John Stead Mendez, Executive Director