

**SIDE LETTER OF AGREEMENT
BETWEEN
PROGRESS FOUNDATION
AND SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 1021**

Annual Compensation Increases for Employees

Upon ratification of this Agreement, all Employees will have their salaries increased by 4.0% retroactive to July 1, 2024.

First full pay period following June 2024, employees will receive a 4% wage increase.

Term of Agreement

The Agreement will be effective immediately after the ratification of this agreement and will remain in full force and effect until June 30, 2025.

All the other terms of the Collective Bargaining Agreement remain in full force and effect.

Entered this second day of May 2025.

Steve Fields
Steve Fields (May 17, 2025 10:30 PDT)
Progress Foundation - Signature

Steve Fields Executive Director
Progress Foundation – Print Name, Title

17/05/25
Date

David Canham
David Canham (May 17, 2025 12:58 PDT)
SEIU 1021 - Signature

David Canham- Executive Director
SEIU 1021 – Print Name, Title

17/05/25
Date

Swati Kapadia
Progress Foundation - Signature

Swati Kapadia, CFO
Progress Foundation – Print Name, Title

21/05/25
Date

Claude Joseph
Claude Joseph (May 19, 2025 15:58 PDT)
SEIU 1021 - Signature

Claude Joseph
SEIU 1021 – Print Name, Title

19/05/25
Date