

**SIDE LETTER  
BETWEEN  
TIDES NETWORK  
AND SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 1021  
CONCERNING AMENDMENT TO  
THE 2022-2024  
MEMORANDUM OF UNDERSTANDING**

Tides Network and Service Employees International Union (SEIU), Local 1021 agree to amend the 2022-2024 Collective Bargaining Agreement as follows:

**Article 5 Collective Decision Making**

**5.4 Financial Transparency Policy**

The Labor Management Committee shall meet to discuss a policy related to financial transparency within the first three months of 2025. The Parties will meet and confer regarding the Committee's recommendation and will implement the policy by June 30, 2025.

**Article 20 Compensation**

**20.1 Annual Compensation Increases for Employees**

Upon ratification of this Agreement, all Employees who were employed as of January 1, 2022 will have their salaries increased by 4.0% retroactive to January 1, 2022.

On January 1, 2023, all Employees will have their salaries increased by 4.0%.

On January 1, 2024, all Employees will have their salaries increased by 4.0%, unless the conditions in 20.4 are triggered.

First full pay period following January 1, 2025, employees will receive a 4% wage increase.

**Article 29 General Terms**

**29.1 Term of Agreement**

The Agreement will be effective August 17, 2022 and will remain in full force and effect until and through December 31, 2024 2025.

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

Entered this eighth day of January 2025.

SEIU 1021  
LOCAL:

By: 

Signed by: Meghan Herbert  
DE8ADEA8E26848A...

By: 

Signed by: Adele Lee  
D530B50A7F60441...

By: 

Signed by: H. Rogge  
71309D09F043450...

By: 

Signed by: Michael Alonso Alba  
02E2B4E87836404...

By: 

Signed by: Sokha Khun  
FDD28D91743C4D4...

By: 

Signed by: Tareya Palmer  
9A1839E0E6234GE...

By: 

Signed by: Tiffany M. Abuan  
67679D42AE92406...

By: 

Signed by: Claude Joseph  
37E29F2A6CC42A1...

By: 

DocuSigned by: David Canham  
35487423365A4D2...

By: 

DocuSigned by: Omar Fall  
EE9A40ABC9DA4D4...

TIDES NETWORK:

By: 

Signed by: Elizabeth Landon  
0E65AA68C49C473...

By: 

Signed by: Ashlie Grundy  
EBCEDD459EFC474...

By: 

DocuSigned by: Christian A Friend  
450BDBCB0B594451...

By: 

Signed by: Kelley Bellaran  
83A441FAEE2447A...

By: 

DocuSigned by: Larita Michaca  
4F58764138644A6...

By: 

Signed by: McKayla Young  
EBBFDFA1D0D7443...

By: 

Signed by: Allyson Hauck  
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By: \_\_\_\_\_

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By: \_\_\_\_\_