

**LETTER OF AGREEMENT  
BETWEEN  
THE CITY OF FREMONT  
AND  
TEAMSTERS LOCAL 856**

The City of Fremont (“City”) and the Fremont Teamsters Local 856 (Teamsters) (“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 Teamsters 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 Teamsters 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 Teamsters met and conferred and have agreed to extend the current MOU for a one-year period.

The parties agree to an amendment of Section 7: *Term of Understanding* as follows:

*SECTION 7: TERM OF UNDERSTANDING*

*This Memorandum of Understanding incorporates all modifications regarding wages, hours, and other terms and conditions of employment. This MOU constitutes the full and complete agreement between the parties on all items falling within the scope of representation. This agreement supersedes previous memoranda between parties, except as specifically referred to herein. This MOU shall be effective as of July 1, 2019 and shall terminate June 30, ~~2021~~ 2022.*

The City and Teamsters 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 11th day of January, 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:

*Maria Vella*

Maria Vella, Business Representative

DocuSigned by:

*Allen DeMers*

Allen DeMers, HR Director

DocuSigned by:

*Peter Finn*

Peter Finn, Attorney

DocuSigned by:

*Garrett Savage*

Garrett Savage, Chief Steward

APPROVED AS TO FORM:

DocuSigned by:

*Harvey Levine*

Harvey Levine, City Attorney