

**LETTER OF AGREEMENT
BETWEEN
THE CITY OF FREMONT
AND
OPERATING ENGINEERS, LOCAL UNION 3**

The City of Fremont (“City”) and Operating Engineers, Local Union 3 (OE3) (“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 OE3 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 OE3 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 OE3 met and conferred and have agreed to extend the current MOU for a one-year period.

The parties agree to an amendment of Section 6: *Term* as follows:

SECTION 6: TERM

This Memorandum of Understanding incorporates all modification regarding wages, hours and other terms and conditions of employment. All prior Memoranda of Understanding are hereby superseded or terminated in their entirety. Unless otherwise so provided, this Memorandum of Understanding shall be effective as of July 1, 2019 and shall expire on June 30, ~~2021~~ 2022.

The City and OE3 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 May, 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, Assistant City Manager

DocuSigned by:


David Tuttle, Business Representative

DocuSigned by:
Allen DeMers
Allen DeMers, HR Director

DocuSigned by:
Keith Harter
Keith Harter, Chief Steward

APPROVED AS TO FORM:

DocuSigned by:
Debra Margolis
Debra Margolis, Assistant City Attorney