

SIDE LETTER OF AGREEMENT BY AND BETWEEN CITY OF CUPERTINO AND THE CUPERTINO CITY EMPLOYEES ASSOCIATION

This Side Letter of Agreement is entered into by and between the City of Cupertino ("City") and the Cupertino City Employees Association ("CEA") and is intended to confirm changes to Section 13.2 of the parties' Memorandum of Understanding ("MOU").

Having met and conferred in good faith, the parties hereby agree to revise Section 13.2 of the MOU to provide as follows:

13.2 – Health In Lieu Payments


"City agrees to pay a monthly amount of three hundred seventy-five (\$375.00) per month to bargaining unit employee who can demonstrate that they have equivalent health coverage through their spouse, parent, or other group coverage and who request this cash payment in lieu of health insurance coverage."

This Side Letter of Agreement is hereby incorporated into the parties' MOU and shall be subject to all existing terms and conditions of the MOU.

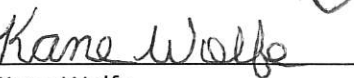
Executed this day of November 26, 2019.

CITY EMPLOYEES' ASSOCIATION


Alex Corbalis



Gian Paolo Martire


Jeff Ordway


Kane Wolfe


Ursula Syrova


Lamoin Werlein-Jaen, IFPTE – Local 21


Deborah Feng
City Manager

Date: 12/4/2019

CITY OF CUPERTINO


Kristina Alfaro


Leslie Dornell


Benjamin Fu


Christine Hanel

Richard Bolanos,
Liebert, Cassidy, Whitmore

Date: 12-4-19