

SIDE LETTER OF AGREEMENT

BETWEEN

CITY OF HAYWARD

AND

SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 1021

Representatives of the City of Hayward and the Service Employees International Union, Local 1021 – Clerical and Related Unit (“SEIU”) have met and conferred in good faith regarding the projected revenue shortfall and budget deficit facing the City of Hayward for FY 2026-2027 and temporary measures necessary to address the projected General Fund shortfall. In partnership to stabilize City finances while maintaining essential services, the parties agree to the terms contained in this Side Letter of Agreement (“Agreement”). The Agreement amends specific provisions of the current Memoranda of Understanding between the City and SEIU, through June 30, 2027 (the “SEIU Clerical MOU”).

Except where specifically modified below, all other terms of the SEIU Clerical MOU remain unchanged. Where conflicts exist between this Agreement and prior side letters or MOU language, this Agreement supersedes them for the duration specified. The terms become effective the first full pay period following City Council approval unless otherwise stated.

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- 1) Effective following City Council adoption of this agreement, Section 9.01 of the SEIU Clerical MOU will be amended as follows:**

9.01 Salaries

Salaries for classifications in the representation unit shall be as enumerated in Appendix A to this MOU. In addition to the increased cost of City provided benefits, including retirement, medical, dental and vision, all bargaining unit salary range increases shall be as follows:

Effective July 29, 2024, base wages for employees represented by the Union shall be increased by six percent (6%).

Effective the pay period including July 1, 2025, base wages for employees represented by the Union shall be increased by four percent (4%).

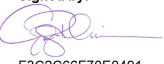
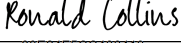
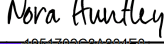
Effective the pay period including July 1, 2026, base wages for employees represented by the Union **in classifications for which every position is funded entirely through enterprise funds** shall be increased by three percent (3%). **For all**

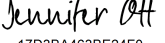
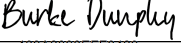
other employees represented by the Union, base wages shall be increased by three percent (3%) effective the pay period that includes June 30, 2027. No employee shall receive more than a three percent (3%) base salary increase in FY2026-27 under this contract section.

- 2) The City shall not exercise its right to layoff employees in SEIU-represented classifications in the Clerical and Related Unit for the period beginning April 16, 2026 through and including June 30, 2027, except that the City may lay off no more than two (2) employees represented by the Union as part of a restructuring of the City's jail operations.

For Service Employees International Union,
Local 1021 – Clerical and Related Unit:

For City of Hayward:

Signed by:

F3C2C66F70E0491...
Evelyn Olivera, President
Signed by:

80E24F5CC486413...
Ronald Collins, Field Supervisor
Signed by:

1951762C8A804F6...
Nora Huntley, Field Representative

DocuSigned by:

17D3DA463DE24F0...
Jennifer Ott, City Manager
Signed by:

469A2038EFF8429...
Burke Dunphy, Chief Negotiator
DocuSigned by:

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Ian Tecson, Director of Human Resources

Dated 7/22/2026

Dated 7/30/2026