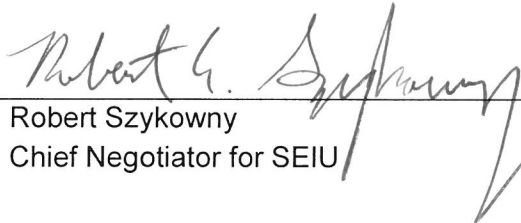



**CITY OF HAYWARD
and
SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 1021
CLERICAL AND RELATED UNIT**

The Union and the City recognize the need to establish, memorialize, and clarify the terms governing the posting and distribution of overtime opportunities, as well as the assignment of mandatory overtime in the Police Department. The Union and the City agree to meet and confer over posting and distribution of overtime and mandatory overtime within the Police Department beginning no later than November 1, 2018. The purpose of the meet and confer shall be to revive Department procedures and, where necessary, establish Department procedures. The parties may mutually agree to memorialize the results of the meet and confer process as a side letter agreement.

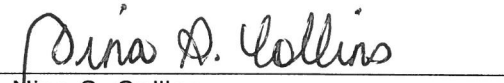
For SEIU 1021,
Clerical and Related Unit

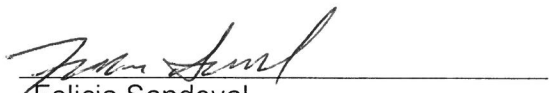
For City of Hayward


Robert Szykowny
Chief Negotiator for SEIU


Kelly McAadoo
City Manager


Arlene Taylor
SEIU 1021 Field Representative


Nina S. Collins
Director of Human Resources


Felicia Sandoval
Acting SEIU Clerical Chapter
President

Dated December 4, 2018

Dated December 4, 2018