

PROPOSAL: MOU Extension Agreement
Between MM/PROF-SEIU Local 221 and City of Chula Vista
June 26, 2020

MOU Extension Agreement Addressing Impacts of the COVID-19 Pandemic

In the interests of promoting public health and safety, preventing the spread of COVID-19 in workplaces, , and ensuring the sustainability of critical public services while the parties continue to negotiate, the Chula Vista Mid-Managers/Professional Association-SEIU Local 221 (the Union) and the City of Chula Vista (the City) enter into this MOU Extension Agreement addressing impacts of the COVID-19 Pandemic and hereby agree to the following terms and conditions applicable to the MM/PROF bargaining unit, which shall take effect immediately upon adoption by the parties.

1. Extension of Current MOU Until July 31, 2020

- A. It is hereby agreed between the City and the Union to extend the Memorandum of Understanding (MOU) between the parties, which is set to expire June 30, 2020, for a period of one (1) month from the original expiration date. The MOU shall expire July 31, 2020.
- B. The parties agree that all terms and conditions of the aforementioned MOU shall continue in full force and effect until July 31, 2020, except where those terms and conditions are inconsistent with this MOU Extension Agreement, in which case the terms and conditions herein supersede the terms and conditions in the MOU.
- C. The parties agree to meet at least twice during the month of July, 2020 for the purpose of bargaining a successor MOU or a subsequent extension to the current MOU.

2. COVID-19 - Workplace Health and Safety Standards

- A. In consultation with the Union, the City developed the following policies and protocols in response to ensuring workplace health and safety standards due to the COVID-19 pandemic (attached for reference):
 - i. Human Resources Department Policies and Procedures, Policy Number 922 - Public Emergency Order Not to Report to Normal Work Location and Authorization of Compensation
 - ii. Human Resources Department Policies and Procedures, Policy Number 923 - COVID-19 Pandemic Telecommuting Policy
 - iii. Human Resources Department Policies and Procedures, Policy Number 607 - Emergency Family and Medical Leave Expansion
 - iv. Human Resources Department Policies and Procedures, Policy Number 608 - COVID19 Emergency Paid Sick Leave
 - v. Human Resources Department Policies and Procedures, Policy Number 617 -Emergency Advance Leave
 - vi. Return from Foreign Travel Temporary Protocol Memo dated March 19, 2020

