

**SIDE LETTER AGREEMENT BETWEEN
SERVICE EMPLOYEES INTERNATIONAL UNION LOCAL 721 (SEIU 721)
AND
THE CITY OF PASADENA
REGARDING NEW EMPLOYEE ORIENTATIONS**

The City of Pasadena shall provide the Union written notice to the Worksite Organizer (WSO) and to membership@seiu721.org of all new employee orientations, no matter how few participants, and whether in person or online, at least ten (10) business days prior to the event.

Representatives of Union shall be permitted to make a presentation of up to twenty (20) minutes, and present written materials, during a portion of the orientation for which attendance by the new hires is mandatory. No representative of management shall be present during the Union's presentation. Release time shall be granted for stewards to participate in the new employee orientations. "New hires" shall be defined to include any employee new to SEIU 721, including, but not limited to, through accretion or promotion/demotion.

This side letter agreement supersedes and existing MOU language and/or practice. Violations of this side letter are grievable, including arbitration.

FOR THE CITY OF PASADENA



Steve Mermell, City Manager

Date: 4/25/19

**SERVICE EMPLOYEES INTERNATIONAL
UNION, LOCAL UNION NO. 721**



Jody Klipple, SEIU Local 721

Date: 4/10/19 