



SIDE LETTER OF AGREEMENT

CITY OF HAWTHORNE
AND

HAWTHORNE MUNICIPAL EMPLOYEES' ASSOCIATION (HMEA)

This side letter is executed pursuant to the June 1, 2015 – June 30, 2021 Memorandum of Understanding (MOU) between the City of Hawthorne and the Hawthorne Municipal Employees' Association. The City and HMEA have met and conferred in good faith and have reached agreement to modify articles within the MOU. All other terms and conditions of the MOU for July 1, 2015 – June 30, 2021, shall remain in full force and effect except as to the specific changes stated below.

Article 7.5 Sick Leave C. Payment of Sick Leave:

The City and HMEA would like to rescind the provisions in the prior Side Letter agreement approved on May 26, 2020, related to suspending cash payments of sick leave for effective dates of May 26, 2020 to June 30, 2021. The sick leave accrual cap will be in effect as well based on the current MOU language.

This side letter of agreement will be approved by the City Council on November 24, 2020.

For the City:

Erick B. Lee, City Manager

Christine Tomikawa
Director of Human Resources

For HMEA:

Debbie Chontos, HMEA President

Morgan Lane, HMEA Vice President