

**SIDE LETTER AGREEMENT**

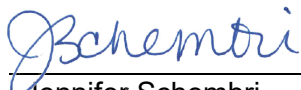
BETWEEN  
THE CITY OF SAN JOSE  
AND  
THE MUNICIPAL EMPLOYEES' FEDERATION, AFSCME, LOCAL NO. 101 (MEF)

**Living Wage**


The City and the Municipal Employees' Federation (MEF) agree to continue discussions related to the City's Living Wage.

This Agreement is considered part of the tentative agreement for a successor MOA between the parties. This Agreement shall become effective only as part of the overall tentative agreement for a successor MOA, when signed by all parties below, ratified by MEF and approved by the City Council.

**FOR THE CITY:**

 8/6/2021  
Jennifer Schembri Date  
Director of Human Resources  
Director of Employee Relations

**FOR THE UNION:**

 Aug 5, 2021  
Carol McEwan (Aug 5, 2021 19:48 PDT)  
Carol McEwan (in lieu of) John Tucker Date  
Union Representative, AFSCME Local 101

 8/4/2021  
Steve Solorio Date  
MEF President, AFSCME Local 101