

SIDE LETTER OF AGREEMENT
City of Gardena
And
Gardena Management Employees Organization
April 18, 2023

The City of Gardena (“City”) and Gardena Management Employees Organization (“GMEO”) (collectively, the “Parties”) enter into this Side Letter of Agreement and hereby agree to the following:

1. In July 2021, the Parties entered into a Memorandum of Understanding (MOU) with effective dates of July 1, 2021 through June 30, 2025. Thereafter, the City Council decided to recognize Juneteenth as a City holiday. Under the MOU, as amended, all affected employees receive paid holidays according to an enumerated list within the MOU. (Article IV, Section 11, A.)
2. The Parties agree to modify the MOU in order to reflect the addition of the Juneteenth holiday. Article IV – Supplemental Benefits, Section 11 – Holidays, A. City Holidays shall now read:
 - “A. CITY HOLIDAYS: All affected employees shall have the following paid holidays off:
 - 1) New Year’s Day: January 1 or the first regular City Hall workday of the year;
 - 2) Martin Luther King Jr. Birthday: Third Monday of January;
 - 3) Presidents Day: Third Monday of February;
 - 4) Memorial Day: Last Monday of May;
 - 5) Juneteenth: June 19;
 - 6) Independence Day: July 4;
 - 7) Labor Day: First Monday of September;
 - 8) Veterans Day: November 11;
 - 9) Thanksgiving Day: Fourth Thursday of November;
 - 10) Friday after Thanksgiving Day;
 - 11) Christmas Eve: December 24;

12) Christmas Day: December 25; and

13) New Year's Eve: December 31.

This Side Letter Agreement is not intended to waive the Parties' respective legal rights or the rights of the individual members of the GMEO under the laws of the State of California. Additionally, this Side Letter of Agreement is not meant to confer any new benefit, or to remove any prior benefit, other than what is provided for above.

Agreed to on this 18 day of April, 2023 by the Parties' authorized representatives.

Representatives for the City:

Representatives for the GMEO:



CLINT OSORIO
CITY MANAGER



DONNY HARRIS
GMEO PRESIDENT