

**LETTER OF AGREEMENT
BETWEEN THE COMMERCE CITY EMPLOYEES ASSOCIATION
AND THE CITY OF COMMERCE
RE: EMPLOYEES ASSIGNED TO WORK AT THE SENIOR CENTER FACILITY**

WHEREAS, the City Council (“Council”) for the City of Commerce (“City”) passed a resolution on March 16, 2020, declaring a local state of emergency and passed a resolution on March 25, 2020, declaring an economic emergency related to the COVID-19 pandemic (“COVID-19 Pandemic Economic Emergency”); and

WHEREAS, on October 13, 2020, the Council passed a resolution approving an agreement between the City and the County of Los Angeles Department of Public Health (“DPH”) to establish a temporary COVID-19 Vaccination Site at the City of Commerce Senior Center Facility (“Facility”) located at 2555 Commerce Way Commerce, CA 90040, and pursuant to such agreement, the City of Commerce employees are deemed contractors for DPH, and City’s contractors would be considered subcontractors for DPH; and

WHEREAS, on December 7, 2021, the Los Angeles County Board of Supervisors approved Ordinance No. 2021-0066U (“Ordinance”), which amended Title 2 of the Los Angeles County Code to require that all County contractors be fully vaccinated prior to interacting in-person with County employees and members of the public, or working on County-owned or controlled property; and

WHEREAS, the Ordinance is effective immediately and requires that all L.A. County Contractors be in compliance with the vaccination requirements set forth therein by January 1, 2022; and

WHEREAS, to ensure compliance with the Ordinance, the County must receive written confirmation from all Contractors covered by the Ordinance that they will fulfill the requirements of the Ordinance; and

WHEREAS, so long as the City continues to be a contractor or subcontractor for the DPH, the City would be required to attest that all City employees entering the Facility would abide by the terms of the agreement between the DPH and the City as it relates to a vaccination process for City employees, interns, contractors, subcontractors and visitors; and

WHEREAS, the City of Commerce Employees Association (“CCEA”), representing both full-time and part-time employee units, and the City (collectively “the Parties”) have met and conferred regarding the authorization for employees to enter and work at the Facility based on COVID-19 Vaccination Status.

NOW THEREFORE, the Parties agree as follows:

1. Full-time and Part-time City employees who are assigned to regularly or occasionally work at the Facility will be required to be fully vaccinated and provide the Human Resources Department verification of vaccination status.

2. Employees who are not fully vaccinated, but are granted a medical or religious exemption and are assigned to work out of the Facility, are required to submit a negative COVID-19 PCR or antigen test 72 hours prior to entering the Facility for one (1) day access to the Facility. The City may temporarily transfer unvaccinated employees to a different department, work assignment, or work schedule as long as average number of work hours are not adversely impacted.
3. All medical records will be maintained by the Human Resources Department.
4. This agreement will terminate once the Facility is no longer used by the DPH as a vaccination site or the DPH rescinds or modifies the Ordinance.

This Letter of Agreement does not constitute a waiver of either parties' rights under the Meyers-Milias-Brown Act or regarding negotiations for a successor Memorandum of Understanding (MOU).

The terms of this LOA are not precedent-setting and do not establish or contribute to any past practice.

IT IS SO AGREED.

FOR: CITY OF COMMERCE

CITY OF COMMERCE
EMPLOYEES ASSOCIATION

_____ Date: ____/____/____
Edgar Cisneros, City Manager

_____ Date: ____/____/____
Kevin Larsen, President