

**LETTER OF AGREEMENT  
BETWEEN THE COMMERCE CITY EMPLOYEES ASSOCIATION  
AND THE CITY OF COMMERCE  
RE: COVID-19 PANDEMIC ECONOMIC EMERGENCY**

WHEREAS, the City of Commerce Employees Association (“CCEA”), representing full-time and part-time employees units and the City of Commerce (“City”) (collectively “the Parties”), have met and conferred regarding the impact of the COVID-19 pandemic on the City’s economic condition and loss of revenue; and

WHEREAS, the City Council 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; and

WHEREAS, the City Council passed a resolution approving the letter of agreement between the Commerce City Employees Association and the City of Commerce regarding COVID-19 Pandemic Economic Emergency; and

WHEREAS, the City Council passed a resolution on April 7, 2020 approving the letter of agreement between the Commerce City Employees Association and the City of Commerce regarding COVID-19 Pandemic Economic Emergency; and

WHEREAS, the City of Commerce Employees Association and the City of Commerce executed the letter of agreement on April 9, 2020 related to COVID-19 Pandemic Economic Emergency; and

WHEREAS, the CCEA and the City of Commerce agree to make an amendment to the letter of agreement that was executed on April 9, 2020 between the Commerce City Employees Association regarding COVID-19 Pandemic Economic Emergency.

THEREFORE, the CCEA and the City agree to as follows:

1. Section number two (2) of the Letter of Agreement that was executed by the CCEA and the City of Commerce on April 9, 2020 will be modified as such:
  - “2. These impacted non-essential part-time employees will return to work on **July 1, 2020** subject to the following limitations:
    - a. The City will aim to return employees to the same classification performing the same work the impacted employee has been performing. However, the City may assign employees different duties based on the employees qualifications and City’s operational needs.
    - b. The City will aim to assign these impacted employees the same average amount of hours they worked prior to April 13, 2020. The average will be calculated based on a six month review of the hours they worked to determine a one-week average.
    - c. The employee is available and willing to work for the hours and capacity that the City offers.
    - d. The Parties may mutually agree to modify the date of return to work.”
2. All other content and sections as described in the Letter of Agreement related to COVID-19 that was executed by the CCEA and the City of Commerce on April 9, 2020 remain unchanged.
3. This Letter of Agreement (LOA) does not constitute a waiver of either parties’ rights under the Meyers Milius Brown Act or regarding negotiations for a successor Memorandum of Understanding (MOU).

IT IS SO AGREED.

FOR: CITY OF COMMERCE

CITY OF COMMERCE EMPLOYEES  
ASSOCIATION

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Edgar Cisneros, City Manager

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Laura Logan

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