

Memorandum of Understanding

Between

Community Alliance of Tenants

(hereinafter "the Employer")

And

Communications Workers Of America Local 7901

(hereinafter "the Union")

1. The terms established within this *non-precedent setting MOU* shall remain in full force and effect once executed, which will be signified through the affixing of signatures by authorized representatives of the Employer and the Union (hereinafter, collectively "the Parties"), until either:

1.1- Modified through mutual written agreement between the Parties.

1.2- Ratification of a Collective Bargaining Agreement (hereinafter "CBA") between the Parties.

2. The purpose of this MOU is to:

2.1- While the Parties are meeting to negotiate terms of a Collective Bargaining Agreement, implement a **\$2,000 bonus**.

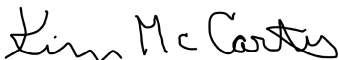
2.2- Establish the aforementioned bonus through mutual agreement between the Parties, in a manner that is respectful of and consistent with the 'duty-to-bargain' in the NLRA.

3. The Parties agree that:

The Employer will issue a **\$2,000 bonus** on or about June 29th 2021 to all staff, including Union represented workers at the Community Alliance of Tenants.

4. The Parties further agree that, in the event any provision of this MOU is determined for any reason to be invalid or unenforceable, either as written or as it otherwise would apply in a given situation, the parties agree that the invalid and unenforceable provision shall be deemed to be modified to the minimum extent necessary to render it valid and enforceable. If it is not possible to modify the invalid or unenforceable provision then the remaining provisions of this MOU shall nonetheless be enforced.

Signed by:



Date: 6/30/2021

For the Employer

Kim McCarty, Executive Director
Community Alliance of Tenants

For the Union

A.J. Mendoza, president
CWA Local 7901

Date: _____