

Memorandum of Understanding
Between
Community Alliance of Tenants
(hereinafter "the Employer")
And
Communications Workers Of America Local 7901
(hereinafter "the Union")

1. Terms:

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

A- Ratification of a Collective Bargaining Agreement between the Parties.

B-They are modified through mutual written agreement between the Parties.

2. Purpose:

2.1- Memorialize the mutually held recognition of the significance of Indigenous People's Day.

2.2- Establish a change to a Mandatory Subject of Bargaining (*holidays*) - to be effectuated while the Parties are also meeting to negotiate a Collective Bargaining Agreement - through mutual agreement between the Parties, in a manner consistent with the duty-to-bargain held by the Parties under the NLRA.

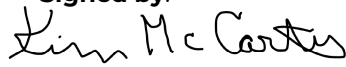
3. The Parties Agree:

Beginning on October 11th 2021, Indigenous People's Day shall be added to the list of holidays observed by the Employer.

4. Separability:

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: 10/11/2021

For the Employer

Kim McCarty
Community Alliance of Tenants
Executive Director

_____ Date: _____

For the Union

A.J. Mendoza
CWA Local 7901
president