

MEMORADUM OF AGREEMENT

The Horizons Unlimited of San Francisco, Inc. ("Horizons") and the Service Employees International Union, Local 1021 ("SEIU Local 1021") (collectively "Parties") agree as follows:

RECITALS

- A. Horizons and SEIU Local 1021 are parties to a collective bargaining agreement effective July 1, 2019 through June 30, 2021. (See Exhibit 1 hereto.)
- B. The Parties agree that it is in their mutual interests to enter into a one-year successor collective bargaining agreement ("Agreement").
- C. On July 1, 2020, Horizons employees within the SEIU Local 1021 bargaining unit received a 5 percent wage increase. These increases, however, were not incorporated into the Parties' 2019-21 collective bargaining agreement.
- D. In light of the pandemic, beginning in 2020, Horizons provided all SEIU Local 1021 bargaining-unit employees with a telecommute stipend to ensure that employees had the resources and support to successfully work from home. The telecommute stipend program, however, was not memorialized in the Parties' 2019-21 collective bargaining agreement.

TERMS

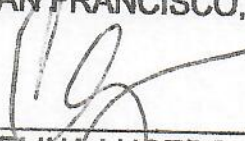
1. The Agreement will have a term of July 1, 2021 through June 30, 2022.
2. All of the terms in the current collective bargaining agreement shall be in full force and effect during the term of the Agreement.
3. These 5 percent wage increases of July 1, 2020 (see Recitals (D)) shall be incorporated and reflected in the salary matrix attached in Appendix A of the Agreement. All wage increases established under the Agreement shall be calculated after the upward adjustment of the salary matrix to reflect the 5 percent wage increases of July 1, 2020.
4. This telecommute stipend program shall be incorporated into the Agreement and shall remain in effect for as long as the Shelter-in-Place order in San Francisco is in effect or as long as social distancing is recommended by Centers for Disease Control ("CDC") and San Francisco Department of Public Health ("SFDPH") guidance and as long as any employee(s) within the bargaining unit are telecommuting for work. Horizons shall provide at least 30-day notice to the Union prior to making any changes to this program and meet and confer within one week of notice regarding any changes and the associated impacts on employees.
5. All SEIU Local 1021 bargaining-unit employees shall receive a 3 percent wage increase retroactive to July 1, 2021. These increases shall be incorporated and

reflected in a new salary schedule for all positions within the bargaining unit as listed in Appendix A of the agreement.

7. This Tentative Agreement is subject to a ratification vote and approval by the Horizons union membership.

FOR SEIU LOCAL 1021

FOR HORIZONS UNLIMITED OF
SAN FRANCISCO, INC.



XIUMIN LI
FIELD SUPERVISOR

CELINA LUCERO
EXECUTIVE DIRECTOR

DANIELA GONZALEZ
FIELD REPRESENTATIVE

7/31/21

7/31/2021