

**LETTER OF AGREEMENT
BETWEEN
SEIU LOCAL 49
AND
PAC RIM, LLC**

This letter outlines the agreement SEIU Local 49 (hereinafter “the Union”) and Pac Rim, LLC (hereinafter “the Employer”) regarding wages, benefits and working conditions of their non-supervisory window-cleaning employees working in the geographic area referenced in the Collective Bargaining Agreement between SEIU Local 49 and ABM Window Cleaners (attached).

Specifically, the Union and the Employer agree as follows:

1. Effective immediately, the Employer will meet all terms and conditions outlined and implied in the Collective Bargaining Agreement between SEIU Local 49 and ABM Window Cleaners.
2. Upon request, the Employer will sign a copy of the above-referenced agreement altered to reflect only the Employer’s name and representative.
3. This letter of agreement will expire simultaneously with the above-referenced Collective Bargaining Agreement.

IT IS SO AGREED:

For the Union

For the Employer

David Ayala-Zamora Date
Property Services Director

Elizabeth Ellis Date
Owner