

**2021-2024 Collective Bargaining Agreement  
Memorandum of Understanding No. 2**

Whereas, this agreement is a Memorandum of Understanding (MOU) between the City of Keizer (City) and the Laborers International Union of North America (LIUNA), Local 737. The City and LIUNA, Local 737 are parties to a collective bargaining agreement (CBA) that expires on June 30, 2024. The parties reached mutual agreement for the existing CBA in August 2021. The CBA provides for total compensation and wage increases based on the economic conditions present and anticipated at that time.

Whereas, based upon unanticipated changes in national and worldwide economic conditions resulting from recovery from a global pandemic and other international current events, including a shortage of consumer goods and supplies leading to excessive increases in costs of living, the City seeks to provide the following enhanced economic benefits listed below.

Therefore, the parties agree as follows:

1. Effective in the pay period including October 10, 2022, wages for all classifications within the bargaining unit will be increased by one-and-one-half percent (1.5%). Application of the wage increase will be consistent with past practice.
2. From the period of execution of this agreement to June 30, 2023, employees may exercise a one-time option to receive compensation (*cash out*) for up to 80 hours total leave which may consist of accrued vacation, accrued comp time and/or accrued personal leave, so long as the employee retains a minimum balance of 40 hours total accrued leave (not counting sick leave) afterwards.
3. These economic provisions only apply to current employees with no retroactive benefits.
4. This agreement is not precedent setting and is based solely on the resulting conditions of a rare and unprecedented global pandemic.
5. This agreement is valid upon execution by the respective parties subject to ratification by constituents.
6. This agreement expires on June 30, 2023, without further bargaining obligation.

**CITY OF KEIZER, OREGON**



Bill Lawyer  
Public Works Director

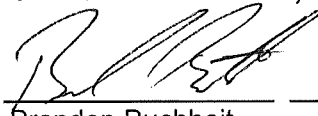
Date 9/21/22



Adam J. Brown  
City Manager

Date 9/26/22

**LABORERS INTERNATIONAL UNION  
OF NORTH AMERICA, LOCAL 737**



Brandon Buchheit  
Shop Steward, Local 737

Date 9-21-22



Sal Cortez  
Business Representative, Local 737

Date 9-21-22