

**2021-2024 Collective Bargaining Agreement  
Memorandum of Understanding No. 1**

The City of Keizer and the Laborers International Union of North America, Local 737 agrees to the following language changes to the 2021-2024 Collective Bargaining Agreement:

**ARTICLE 5  
HOLIDAYS**

**Section 5.2 - Holidays Observed**

The following holidays are considered compensable holidays:

- |                                     |                                      |
|-------------------------------------|--------------------------------------|
| ▪ New Year's Day                    | January 1                            |
| ▪ Martin Luther King Jr.'s Birthday | 3 <sup>rd</sup> Monday in January    |
| ▪ President's Day                   | 3 <sup>rd</sup> Monday in February   |
| ▪ Memorial Day                      | Last Monday in May                   |
| ▪ <b>Juneteenth</b>                 | <b>June 19</b>                       |
| ▪ Independence Day                  | July 4                               |
| ▪ Labor Day                         | 1 <sup>st</sup> Monday in September  |
| ▪ Veterans' Day                     | November 11                          |
| ▪ Thanksgiving Day                  | 4 <sup>th</sup> Thursday in November |
| ▪ Day after Thanksgiving Day        | 4 <sup>th</sup> Friday in November   |
| ▪ Christmas Day                     | December 25                          |

Whenever a holiday falls on a Sunday, the following Monday shall be recognized as a holiday. If such holiday falls on a Saturday, the preceding Friday shall be recognized as a holiday. An authorized holiday that occurs during vacation or sick leave shall not be charged against such leave.

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Signatures below testify to the acceptance of this Memorandum of Understanding (MOU) between the City of Keizer and Laborers International Union of North America, Local 737, which will take effect upon signing.

  
\_\_\_\_\_  
Bill Lawyer  
Public Works Director

Date 5/24/22

  
\_\_\_\_\_  
Brandon Buchheit  
Shop Steward, Local 737

Date 5-23-22

  
\_\_\_\_\_  
Adam J. Brown  
City Manager

Date 5-24-22

  
\_\_\_\_\_  
Sal Cortez  
Business Representative, Local 737

Date May 23 2022