

# 2018-21 Collective Bargaining Agreement Memorandum of Understanding No. 1

## RECITALS:

A. This Memorandum of Understanding is entered into by and between the City of Kelzer ("City") and the Laborer's International Union of North America, Local 737 ("Union").

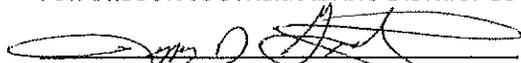
B. The parties negotiated a 2018-2021 Collective Bargaining Agreement ("Agreement") which contains language under Article 7 Hours of Work and Section 7.3 Hours, that the parties agree to the schedule for the Parks Division workers currently consisting of five eight-hour shifts per week. In addition, Article 11.8 Overtime contains language specifying all assigned hours worked in excess scheduled work days are compensable at the rate of one and one-half times the regular rate, but in no event shall such overtime compensation be received twice for the same hours.

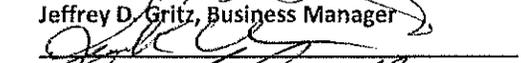
C. The City and Union seek to change the schedule for the Parks Division workers on a trial basis to match the schedule of the Street, Storm and Water Division workers which currently includes a two-week schedule consisting of eight nine-hour shifts and one eight-hour shift, with every other Friday off work. In addition, compensation for overtime would be based on the schedule of the Street, Storm and Water Division workers.

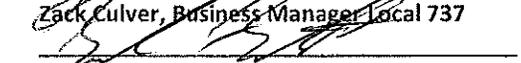
## AGREEMENT:

1. City and Union agree to temporarily allow Parks Division workers to work the same shift as Street, Storm and Water Division workers as follows:
  - a. The work schedule shall be the same for Parks Division workers as is provided for Street, Storm and Water Division workers as indicated in Section 7.3 and as referenced above.
  - b. Overtime pay for Parks Division workers shall be the same as is provided for Street, Storm and Water Division workers as indicated in Section 11.8 and as referenced above.
2. The parties agree that the City may change the work schedule for the Parks Division workers to the extent consistent with operating requirements of the City, including reverting back to the previous five eight-hour schedule.
3. This Memorandum of Agreement is effective beginning with the pay period after execution by all the parties and does not establish precedent.

## FOR OREGON SOUTHERN IDAHO DISTRICT COUNCIL OF LABORERS:

  
\_\_\_\_\_  
Jeffrey D. Gritz, Business Manager

  
\_\_\_\_\_  
Zack Culver, Business Manager Local 737

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

5/20/2020  
Date

5/20/2020  
Date

5-22-2020  
Date

## FOR THE CITY OF KEIZER:

  
\_\_\_\_\_  
Chris Eppley, City Manager

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

5-22-20  
Date

5/22/20  
Date