

Letter of Agreement

Parties

City of Central Point, hereinafter called "City"
Teamsters Local No. 223 (General Service), hereinafter called "Union"

Recitals

- A. City and Union are parties to a Labor Agreement that expires on June 30, 2025.
- B. The current union contract provides paid vacation based on years of service. The contract is modified to allow the City to give new hires or rehires up to five years of service credit towards vacation accruals.
- C. The current union contract provides a schedule of legal holidays. On June 8, 2022, Central Point City Council approved the addition of Juneteenth to City observed holidays. This letter of agreement adds Juneteenth as a City paid holiday.
- D. The parties have negotiated a settlement and desire to reduce their agreement in writing.

Agreement

The parties agree the following paragraphs are modified as follows:

ARTICLE XV - VACATION

15.1 **Accrual.** Paid vacation leave shall accrue semi-monthly on the following basis for full-time employees:

<u>Service Time</u>	<u>Monthly Accrual</u>	<u>Annual Accrual</u>	<u>Maximum Accrual</u>
0 – 5 Years	6 ¾ Hours	80 Hours	160 Hours
5 – 10 Years	10 Hours	120 Hours	240 Hours
10 – 15 Years	13 ¾ Hours	160 Hours	320 Hours
15+ Years	16 ¾ Hours	200 Hours	400 Hours

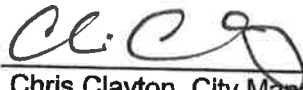
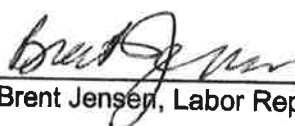
1. Vacation leave shall accrue on a semi-monthly basis based upon the employee's date of hire.
2. New, probationary employees that resign or are terminated during the first six months of employment will not receive a vacation payout. Newly hired employees, that have related work experience to the position they are being hired for, or rehired City of Central Point employees may receive up to five years of service time towards their vacation accrual.

ARTICLE XVI - HOLIDAYS

16.1 Holidays. Full-time employees shall be entitled to eight (8) hours of time off with pay for the following holidays:

- (a) New Year's Day, January 1
- (b) Martin Luther King's Birthday, third Monday in January
- (c) President's Day, third Monday in February
- (d) Memorial Day, last Monday in May
- (e) Juneteenth, June 19
- (f) Independence Day, July 4
- (g) Labor Day, first Monday in September
- (h) Veterans' Day, November 11
- (i) Thanksgiving Day, fourth Thursday in November
- (j) Day after Thanksgiving Day
- (k) Christmas Day, December 25
- (l) Christmas Eve, December 24
- (m) Two floating holidays

Agreed to on this 15 day of June, 2022.

For the City:  For the Union: 
Chris Clayton, City Manager Brent Jensen, Labor Representative