

**MEMORANDUM OF UNDERSTANDING
BETWEEN THE CITY OF FORT LAUDERDALE AND
TEAMSTERS LOCAL UNION 769**

This Memorandum of Understanding ("MOU") is entered into this _____ day of _____, 2020, by and between the City of Fort Lauderdale, Florida, a Florida municipal corporation, hereafter referred to as the "City," and Teamsters Local Union No. 769, Affiliated with International Brotherhood of Teamsters, hereafter referred to as the "Union." The City and the Union are collectively referred to as the "Parties."

WHEREAS, the Parties entered into a Collective Bargaining Agreement for the period October 1, 2019 to September 30, 2022 ("CBA"), which sets forth the terms and conditions of employment for the bargaining unit employees occupying the job classifications set forth in Appendix A of the CBA; and

WHEREAS, Article 35 of the CBA contains the Parties' agreement with respect to vacation leave:

Section 1. Eligibility – All full-time employees shall accrue vacation leave, as provided in the Vacation Accrual Schedule in Section 4 of this Article, while the employee is in a regular pay status, which is defined as regularly scheduled hours worked in the employee's normal forty (40) hour work week.

Section 4.

VACATION ACCRUAL SCHEDULE

| Years of Continuous Service | *Maximum Vacation Days/Hours Earned Per Year | Hourly Accrual Rate | Maximum Accrued Days/Hours Vacation Leave |
|--|---|--------------------------------|--|
| Less than 5 | 15/120 | .05775 | 30/240 |
| 5 | 16/128 | .06163 | 32/256 |
| 6 | 17/136 | .06550 | 34/272 |
| 7 | 18/144 | .06925 | 36/288 |
| 8 | 19/152 | .07313 | 38/304 |
| 9 | 20/160 | .07700 | 40/320 |
| 10 | 21/168 | .08088 | 42/336 |
| 11 | 22/176 | .08463 | 44/352 |
| 12 | 23/184 | .08850 | 46/368 |
| 13 | 24/192 | .09238 | 48/384 |
| 14 or more | 25/200 | .09625 | 50/400 |

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*The total for Maximum Earned Vacation Days/Year includes the three (3) Personal Holidays converted to vacation leave.

WHEREAS, the Parties desire to temporarily suspend the maximum accrued days/hours of vacation leave;

NOW, THEREFORE, the Parties agree as follows:

1. The Parties agree that the City will temporarily suspend the maximum vacation leave accrual to allow bargaining unit employees to accrue vacation above the maximum associated with their respective years of continuous service.

2. The Parties agree that bargaining unit employees who earn vacation leave above their respective maximum vacation leave accrual must use such earned vacation leave on or before December 26, 2020 and such leave cannot be converted to cash.

3. The temporary suspension of the maximum vacation leave accrual will begin on June 28, 2020 end at 11:59 p.m. on December 26, 2020.

4. Other than as specifically set forth herein, this MOU does not modify the CBA.

5. The Parties agree that this MOU represents the Parties' entire agreement and it cannot be amended or modified without the express consent of the Parties.

6. The Parties signify their agreement with this MOU by affixing their signatures below.

7. This MOU shall become effective on the date it is fully executed by the Parties.

FOR THE CITY OF FORT LAUDERDALE

By: _____
Chris Lagerbloom, ICMA-CM, City Manager

Date: _____

**FOR THE TEAMSTERS LOCAL UNION
NO. 769, AFFILIATED WITH
INTERNATIONAL BROTHERHOOD OF
TEAMSTERS**

By:  _____
Josh Zivalich, President

Date: 8/12/20

By:  _____
Andy Madtes, Business Representative

Date: 8/12/2020