

**Memorandum of Understanding
by and between
City of Mount Vernon
and
TEAMSTERS LOCAL UNION NO. 231**

THIS MEMORANDUM OF UNDERSTANDING (MOU) is made and entered into by and between the City of Mount Vernon (hereinafter referred to as "City") and the Teamsters Local Union No. 231 (hereinafter referred to as the Union).

Purpose: The following Memorandum of Understanding (MOU) is made and entered into between the City of Mount Vernon and Teamsters Local 231 covering Public Works employees, referenced in Article 15 of the Collective Bargaining Agreement (CBA), covering the subject of vacation banks and cash out procedures of excess hours. This agreement expires with the collective bargaining agreement on December 31, 2024.

Old language:

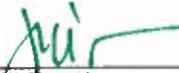
15.2 Vacations shall not be anticipated, and no unearned vacation pay shall be granted. Earned vacation time may accumulate to a maximum of 80 hours over and above that earned in any one (1) year. Employees will have until July 31, 2023 to lower their leave balances below the maximum allowed; if employees are unable to lower their leave balances, the City will provide a one-time cashout of any overage plus 40 hours. Vacation days accrued in excess of the Employee's annual accrual over and above that earned in any one (1) year shall be credited to an Employee only when vacation has been deferred at the request of the Department Head or due to heavy work load and when authorized by the Mayor. No vacation credit shall be granted during the original probationary period unless permanent employment is received. Each year, vacation time off will be granted on a seniority basis for all requests received between January 1st and February 15th; February 15th through the following February 14th will be recognized as the twelve (12) month time frame for the usage of vacation. Thereafter, vacation will be allowed on a first requested basis for the same aforementioned time frame. However, Department Supervisors may limit the availability and/or length of vacations to ensure adequate staffing.

New language:

15.2 Vacations shall not be anticipated, and no unearned vacation pay shall be granted. Earned vacation time may accumulate above the cap over the course of a year; however by end of business December 31 of each calendar year the vacation bank must be less than a maximum of 80 hours over and above vacation earned in any one (1) year or the hours above the cap will be forfeited. The adjusted vacation balance will show on the January 5th paycheck. The City will provide a one-time cash out on the November 5th, 2022 paycheck of any overage plus 40 hours based on vacation accumulations as of August 31, 2022.

Any vacation taken after the August 31, 2022 date will be subtracted from the cash out balance. Vacation days accrued in excess of the Employee's annual accrual over and above that earned in any one (1) year shall be credited to an Employee only when vacation has been deferred at the request of the Department Head or due to heavy work load and when authorized by the Mayor. No vacation credit shall be granted during the original probationary period unless permanent employment is received. Each year, vacation time off will be granted on a seniority basis for all requests received between January 1st and February 15th; February 15th through the following February 14th will be recognized as the twelve (12) month time frame for the usage of vacation. Thereafter, vacation will be allowed on a first requested basis for the same aforementioned time frame. However, Department Supervisors may limit the availability and/or length of vacations to ensure adequate staffing.

For the City,



Jill Boudreau Date
Mayor, City of Mount Vernon

For the Union,

 10-11-22

Richard Ewing Date
Teamsters Local 231- Secretary/Treasurer



Erin Keator, Human Resources Director
Labor Relations Review