

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding is made and entered into this 1st day of June, 2020 by and between the City of Venice, (hereinafter referred to as "City") and the International Association of Firefighters Local Chapter 2546 representing the City of Venice Firefighters (hereinafter referred to as "Union").

WHEREAS, the City and the Union have a collective bargaining agreement in place for the period October 1, 2017 to September 30, 2020; and

WHEREAS, that contract constitutes the status quo;

NOW THEREFORE, in consideration of the mutual promises, covenants and agreements contained herein, the parties agree as follows:

Article 34, section 4 of the current CBA will be deleted and restated as follows:

Other than for 2020, which shall be an exception due to Covid-19, all employees shall take at least one-half of the number of days they earn each year in actual time off. As an incentive to that end, they will be allowed to carry over or "bank" from one year to the next only a number of days equal to the number they take in time off, but no greater than one-half of what was earned. Any time not taken or banked in this manner will be deleted without compensation at the end of each year, other than vacation time accrued in 2020. An additional exception to the "use it or lose it" provision will be if an employee is hired on or after October 1st in any given year; such an employee will not be required to take one-half of the vacation accruals earned for the rest of that year. They will be allowed to carry over any accrued time into the next year, but will be required by the end of that year to take one-half of everything accrued, including the time carried over.

FOR CITY OF VENICE

_____ Name	_____ Date
FOR UNION	
_____ Name	6/11/2020 Date