



CITY OF KLAMATH FALLS
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KLAMATH FALLS, OREGON 97601
Sister City - Rotorua, New Zealand
PHONE (541) 883-5317 FAX (541) 883-5251

Date: November 4, 2015

Subject: Memorandum of Understanding to modify the Collective Bargaining Agreement between The City of Klamath Falls and Teamsters Local NO. 223 effective July 1, 2015 – June 30, 2018

History: The CBA effective July 1, 2015 – June 30, 2015 was negotiated and signed in April and May of 2015. The Union in November 2015 asked the City to consider the changes shown in red to Article 6 Vacation, paragraph 6.4 Scheduling. The City is agreeable to these changes and by signing below incorporates them into the existing contract language.

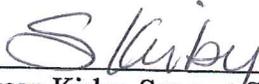
6.4 Scheduling

Employees shall have the right to request vacation times subject to scheduling required for public service based upon the needs of an efficient operation, the availability of vacation relief, and the City's right to arrange scheduling. Employees shall be permitted to request vacation either on a split or an entire basis. Vacation time shall be selected on the basis of bargaining unit seniority within rank provided, however, that each employee shall be permitted to exercise his/her right of seniority once each calendar year. At that time, employees by bargaining unit seniority within rank, may request up to four weeks of vacation leave, to be taken in not more than three separate periods. Sergeants will bid first, by seniority, followed by Corporals, by seniority, then police officers, by seniority. There will be no more than one annually scheduled vacation absence for a work group at one time. For purposes of the annual vacation selection only, the work groups are: the four patrol teams (A, B, C, or D individually and separately) the detective unit and the School Resource Officer (s) are not included.

The vacation bidding will be completed by November 30th and approved vacations shall be posted within fourteen (14) days. Vacations shall be considered to include attached regular days off. Subsequent requests for non-seniority vacation leave shall be considered on a first-come, first-served basis.

City of Klamath Falls

Teamsters Local Union No. 223



Susan Kirby, Support/Services Director



Brent Jensen, Teamsters Labor Representative