

MEMORANDUM OF UNDERSTANDING

City of Xenia and the AFSCME Ohio Council 8

Article 16 – Holidays

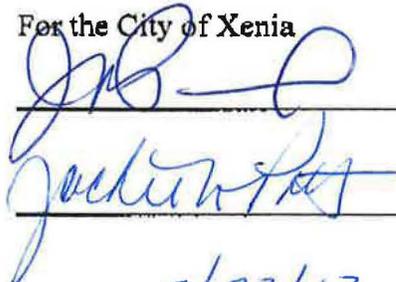
The parties agree to amend Article 16 – Holidays, of the collective bargaining agreement between the City of Xenia and the Xenia AFSCME Ohio Council 8 and Local 101, as follows:

Section 16.3 – Observance of Holidays

- D. Employees working in the seven day operation shall have their work schedules rotated for holidays from year to year so an employee will not be required to work the same holidays two years in a row *to the extent possible*.
- E. *In the event a holiday shift becomes available for employees working in a seven day operation, the holiday shall be first offered to the employee who has worked the least number of holidays.*
- F. *The holiday and weekend work schedules shall be posted no later than December 15 of the previous year.*
- G. Employees who do not work on the actual holiday shall be paid for eight (8) hours work at their straight time rate.

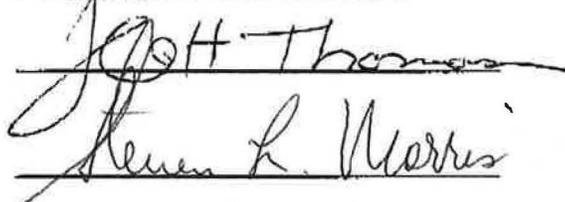
*** Under no circumstances shall a non-bargaining unit employee be given preference for any holiday shift assignment before any bargain unit employee.**

For the City of Xenia



Date: 5/23/13

For AFSCME Ohio Council 8



Date: 5/22/13