08-24-16
15-MED-05-0539
1903-03
K32809

MEMORANDUM OF UNDERSTANDING

The undersigned parties agree to the following change in Article 31, Sick Leave, Section 31.10 (Blue and Gold, 2015-MED-05-0540 and 2015-MED-05-0541) and Section 31.11 (Dispatchers/Communications, 2015-MED-05-0539).

Section 31.10. Additional Personal Days may be Earned: Employees are eligible to earn additional personal leave or vacation days in the following manner:

Number of Sick Leave Hours Used from Jan. 1–Mar. 31	Number of Personal Days/Vacation Earned
• less than 1 shift	1

Number of Sick Leave Hours Used from Apr. 1–Jun. 30	Number of Personal Days/Vacation Earned
• less than 1 shift	1

Number of Sick Leave Hours Used from Jul. 1–Sep. 30	Number of Personal Days/Vacation Earned
• less than 1 shift	1

Number of Sick Leave Hours Used from Oct. 1–Dec. 31	Number of Personal Days/Vacation Earned
• less than 1 shift	1

These additional personal or vacation days earned will not be deducted from the employee's accrued sick leave. Personal days earned must be used within the calendar year they were earned, except personal days earned the last quarter must be used by March 31 of the next year. Personal days denied because of workload requirements may be carried over and must be used by the end of the next quarter.

FOR THE EMPLOYER:

FOR THE UNION:

DATE SIGNED: 8-15-16

{7/26/2016 LUPKWSF 00175447.DOCX }