

MEMORANDUM OF UNDERSTANDING  
BETWEEN THE CITY OF RAPID CITY AND  
LOCAL 1031, COUCIL 59, AMERICAN FEDERATION OF STATE, COUNTY AND  
MUNCIPAL EMPLOYEES

WHEREAS, Article 16.01(j), personal holiday, of the 2006-2009 collective bargaining agreement between the City of Rapid City, hereinafter referred to as "City," and Local 1031, Council 59, AFSCME AFL-CIO (General), hereinafter referred to as "AFSCME," provides employees covered by the agreement with one personal holiday per calendar year; and

WHEREAS, employees of the Material Recovery Facility, Landfill, and Collection Divisions of the Public Works Department regularly work the Friday after Thanksgiving; and

WHEREAS, in previous contracts employees of the Material Recovery Facility, Landfill, and Collection Divisions received an additional personal holiday to compensate for the Friday after Thanksgiving; and

WHEREAS, a Memorandum of Understanding (MOU), dated September 5, 2006 and signed by both parties, amended the 2006-2009 collective bargaining agreement by allowing for employees of the Material Recovery Facility, Landfill and Collections Divisions of the Public Works Department to receive an additional personal holiday if, among other things, the employee actively worked the Friday after Thanksgiving; and

WHEREAS, AFSCME desires to have an additional personal holiday allotted to all employees covered by the collective bargaining agreement who work in the Material Recovery Facility, Landfill and Collections Divisions regardless of whether the covered employee actively worked the Friday after Thanksgiving.

NOW THEREFORE, BE IT AGREED by the City of Rapid City and Local 1031 Council 59 American Federation of State County and Municipal Employees that notwithstanding Article 16.01(j) of the 2006-2009 collective bargaining agreement and notwithstanding the September 5, 2006 MOU, all employees of the Material Recovery Facility, Landfill and Collections Divisions of the Public Works Department, if scheduled, shall work the Friday after Thanksgiving at straight time (not holiday time) and all eligible employees covered by the collective bargaining agreement, whether they actively worked the Friday after Thanksgiving or not, shall receive one additional personal holiday per calendar year to be used within that calendar year. No unused personal holiday will be carried into the next calendar year. To be eligible for the additional personal holiday, employees must have completed the 90 day probationary period by the Friday after Thanksgiving.

BE IT FURTHER AGREED that all employees who at the time this MOU is signed have an unused personal holiday available which was authorized under the September 5, 2006 MOU shall use such before January 1, 2008.

Signed this \_\_\_\_ day of \_\_\_\_\_, 20\_\_.

LOCAL, COUCIL 59 AMERICAN  
FEDERATION OF STATE, COUNTY AND  
MUNCIPAL EMPLOYEES AFL-CIO

CITY OF RAPID CITY,  
A Municipal Corporation

\_\_\_\_\_  
Lynn Stather, AFSCEME President

\_\_\_\_\_  
Alan Hanks, Mayor

\_\_\_\_\_  
Ritchie Nordstrom, AFSCME Chief Steward

ATTEST:

\_\_\_\_\_  
James F. Preston, Finance Officer  
(SEAL)