

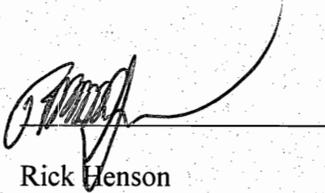
Memorandum of Understanding

This agreement is between the City of Springfield (City) and AFSCME Local 1148 (Union). The parties agree to the following provisions:

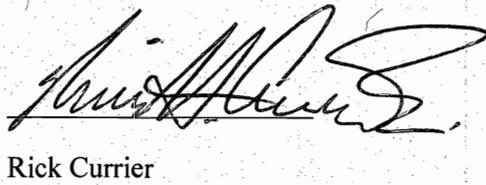
1. **Project Assignment Notification:** For City Department of Public Works projects where the City would pay project assignment pay and for which the City has at least fourteen (14) days advance notice, the City shall notify the workgroup of the opportunity to work on the project. An elected board member of the Union may also post notification on the Union notice board in the Public Works-Maintenance building.
 - a. Interested Union members shall email the appropriate manager or supervisor to express interest in working on the project.
 - b. Determination of project assignment pay will continue to be based on Article 8.10 of the collective bargaining agreement (CBA) and the City's Standard Operating Policies and Procedure (SOPP) manual, specifically M-1.26, or any subsequent Article or Section in the CBA or SOPP.
 - c. Management will use such criteria as prior experience, projected future ability, career development, effort, and efficiency in choosing or not choosing the member to work the project.
 - d. Nothing in this section is intended to alter any of the rights management retains and exercises pursuant to Article 3 of the collective bargaining agreement.
 - e. The Union may not file a grievance should the City fail to notify members. Instead, the parties shall work together on addressing where miscommunication occurred and preventing such mistakes in the future.
 - f. This provision will sunset on **June 30, 2014**. Prior to any agreement to continue or restart this notification system, the City and Union agree to meet to review the effectiveness of the program, quantify the staff time spent on the program, and compare the two.
2. **Union Representation:** With notice and approval from a supervisor, up to two (2) Union Representatives shall be allowed time away from their duty stations without loss of pay when meeting with City management for the purposes of solving labor disputes or interpreting administrative regulations or SOPP.
 - a. Examples of appropriate meetings include, but are not limited to: meeting with HR, preparing for the City/Union Labor Management Committee, and meeting with the City Manager's Office.
 - b. Union Representatives will draw from a shared annual bank of 120 hours. This provision is intended to compliment Article 18.2 of the CBA in recognition of the positive relationship enjoyed between the City and the Union in avoiding grievances.
 - c. This provision will sunset on **June 30, 2015**. Prior to any agreement to continue or restart this system, the City and Union agree to meet to determine if the bank of hours is sufficient or excessive and if this provision is affecting the efficient operation of City business. Prior to the sunset date, either side may request to meet to change the stipulations of this provision, but must craft a new MOU to do so.

The parties agree to these provisions on this, the 20th day of September, 2012.

For the Union:

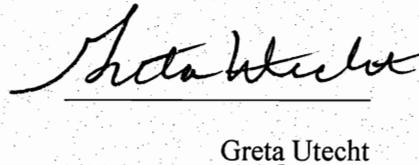


Rick Henson

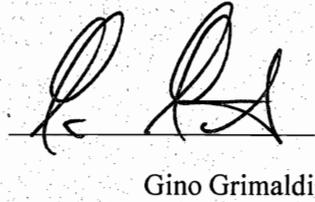


Rick Currier

For the City:



Greta Utecht



Gino Grimaldi