

**Memorandum of Understanding
Implementing Oregon Paid Sick Leave Statute**

This agreement is between the City of Springfield (City) and AFSCME Local 1148 (Union). Oregon Senate Bill 454 specifies:

“Employers that employ at least 10 employees working anywhere in this state shall implement a sick time policy that allows an employee to earn and use up to 40 hours of paid sick time per year. Paid sick time shall accrue at the rate of at least one hour of paid sick time for every 30 hours the employee works or 1-1/3 hours for every 40 hour the employee works.”

The purpose for sick leave is to provide financial security to employees and their dependents for non-work related illnesses. Currently, Seasonal Maintenance Workers who are members of the AFSCME bargaining unit accrue 0.01875 hours per hour worked. Effective January 1, 2016, employees who are in the classification of Seasonal Maintenance Worker will begin accruing 0.0333 hours per hour worked.

The following applies to Seasonal Maintenance Workers:

1. An employee shall begin to earn and accrue sick time on the first day of employment with the City. The employee may carry over up to 40 hours of unused sick time from one year to a subsequent year.
2. Sick time used shall be paid at the regular rate of pay.
3. Sick leave has no cash value at separation.
4. If the employee returns to work at the City within 180 days following separation, their sick leave balance will be restored to the pre-termination balance.
5. All other articles and procedures from the current AFSCME Collective Bargaining Agreement apply.

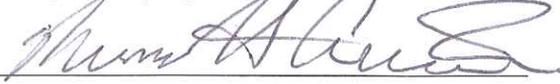
It is intended that these modifications be reviewed and included in the next Collective Bargaining Agreement.

The parties agree to these provisions on this, the 17 day of November, 2015.

City of Springfield:

The American Federation of State, County & Municipal Employees, Local 1148:

BY: 
Greta Utecht, Human Resources Director

BY: 
Rick Currier, AFSCME President


Candace Steffen, Human Resources Analyst


JaNell Earley, Council 75 Representative