

MEMORANDUM OF AGREEMENT

As a result of Teamsters Local 79 Grievance #19-4665, and in consideration of what may be perceived as competing language in Articles 3 (A) & (B) and 16 (F) of the CBA, the parties agree that any subsequent events of employees being called out to work on a holiday shall result in the employee receiving double-time pay for all actual hours worked on the holiday outside of the employee's regularly scheduled shift, with a minimum of two (2) hours on a portal-to-portal basis, in addition to their earned holiday pay instead of time and one half pay as provided in Article 3 (A) & 16 (F).

However in exchange for the above, the employee shall not be entitled to receive the "equivalent hours off to replace the hours worked on the holiday or leave pay on a straight time basis, at the employee's option" as provided in the competing language found in Article 3 (B). All hours worked on a holiday during the employee's regularly scheduled shift shall be paid at the time and $\frac{1}{2}$ with a minimum of two (2) hours, in addition to their earned holiday pay.

This Agreement does not preclude employees from opting to defer (flex) their holiday call out hours in accordance with Article 16 (F).

AGREED:


Barbara Hitzemann, Pasco County BOCC 10/2/19
Date


John Sholtes, Teamsters Local 79 10/2/19
Date