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CITY OF LINCOLN  
EXECUTIVE ORDER

NO. 091036

BY VIRTUE OF THE AUTHORITY VESTED IN ME by the Charter of the City of  
Lincoln, Nebraska:

The attached Memorandum of Understanding between Amalgamated Transit Union,  
Local No. 1293 (ATU) and the City of Lincoln, Nebraska (City) relating to the supplementation of the  
parties' collective bargaining agreement and a clarification on the conversion of an employees' birthday  
into a personal convenience holiday, upon the terms and conditions outlined in the Memorandum of  
Understanding, is hereby approved and I have executed the same on behalf of the City.

The City Clerk is directed to return an executed copy of the Memorandum of  
Understanding and this Executive Order to Doug McDaniel, Human Resources Director, for transmittal to  
the President of ATU Local No. 1293.

Dated this 7<sup>th</sup> day of Sept. ~~August~~, 2017.

Chris Beutler, Mayor of Lincoln

Approved as to Form & Legality:

Assistant City Attorney

Approved:

  
Transit Manager

Approved:

  
Human Resources Department

## MEMORANDUM OF UNDERSTANDING

Amalgamated Transit Union, Local No. 1293 ("ATU") and the City of Lincoln, Nebraska ("City"), (collectively "the Parties") agree to supplement the parties' collective bargaining agreement, effective August 11, 2016 through August 31, 2018, regarding the conversion of bargaining unit members' birthday holidays into personal convenience holidays ("PCH"). Wherefore, the Parties agree that:

1. Under the Parties' bargaining agreement, effective August 11, 2016 through August 31, 2018, (the "Agreement") employees covered by the Agreement are to be paid for seven (7) recognized holidays, plus four (4) personal convenience holidays. Recognized holidays within the meaning of the Agreement shall include the employee's birthday.

2. Bargaining unit members shall be allowed to convert their birthday holiday for a PCH at the beginning of each contract year, or upon hire for those employees who are hired after a contract year has already begun. Once a bargaining unit member has elected to convert a birthday holiday to PCH, the bargaining unit member may not convert the PCH back to a birthday holiday.

2. Bargaining unit members' birthday holidays accrue on their respective birthdays, but bargaining unit members may elect to convert birthday holidays to PCH prior to the birthday holiday's accrual. Once converted, such PCH is eligible for use immediately, including before the accrual of the birthday holiday from which the PCH was converted. If, however, (a) a bargaining unit member actually uses the PCH prior to the accrual of the birthday holiday from which the PCH was converted; and (b) the bargaining unit member then separates from employment before the accrual of the birthday holiday from which the PCH was converted, then the City will deduct from the bargaining unit member's final paycheck the amount it previously paid the bargaining unit member for the converted PCH. All bargaining unit members who elect to convert their birthday holidays to PCH must sign an authorization which permits the City to make the aforementioned deduction from their final paycheck under these limited circumstances.

3. PCH converted from a birthday holiday will otherwise be treated as PCH under the bargaining agreement, and requests to use such converted PCH will be approved or denied in the same manner as any PCH, including the requirement that the personal leave holiday may be selected by the employee

only with the prior approval of the Manager or his designated representative and the limitation that the holiday will be granted to only the number of persons asking for same that will not interfere with the system scheduling that would require the payment of premium time.

4. This Agreement shall be effective August 24, 2017.

<sup>4th</sup> IN WITNESS WHEREOF, the parties hereto have executed this Agreement this 7<sup>th</sup> day of ~~August~~ Sept., 2017.

LOCAL 1293 OF THE  
AMALGAMATED TRANSIT UNION

Charles Schraed  
President, Local 1293

[Signature]  
Vice-President, Local 1293

CITY OF LINCOLN, NEBRASKA,  
a municipal corporation

[Signature]  
Mayor

Teresa J. Meier  
City Clerk

