

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding (“MOU”) is made by and between the City of Northfield (“Employer”) and Law Enforcement Labor Services, Inc. Local 331 (Sergeants) (“Union”).

WHEREAS, the Union is the exclusive representative for certain employees of the Employer in the appropriate unit (“Bargaining Unit Employees”);

WHEREAS, the parties are parties to a labor agreement for January 1, 2025 through December 31, 2027 (“Labor Agreement”); and

WHEREAS, the City and Union desire to establish the premium pay to be paid to a Bargaining Unit Employee assigned to perform work on certain holidays.

NOW, THEREFORE, all parties hereto understand as follows:

Article 1. Certain Holiday Work Pay

Employees who work on the actual holiday days of Thanksgiving Day, Christmas Eve, and Christmas Day will receive pay at a rate of two (2) times the employee’s base rate of pay as specified in Article 19 for hours worked on the holiday in lieu of one and one-half (1.5) times pay referenced in Article 11, Section 2 of the Labor Agreement.

Article 2. Entire Understanding

This MOU constitutes the entire understanding among the parties hereto. No representations, warranties, covenants, or inducements have been made to any party concerning this MOU, other than the representations, covenants, or inducements contained and memorialized in this MOU. This MOU supersedes all prior negotiations, oral and written understandings, policies and practices with respect thereto addressing the specific subject matter addressed in this MOU.

Article 3. Waiver of Bargaining

While this MOU is in full force and effect, Employer and Union each voluntarily and unqualifiedly waives the right and each agrees that the other shall not be obligated to bargain collectively with respect to the express subjects or matters included in this MOU, except as otherwise specified in this MOU.

Article 4. Limitations

This MOU is intended for the sole and limited purpose specified herein. This MOU cannot be construed to be nor does it constitute or establish any admission of the Employer, precedent, past practice or otherwise place any prohibition or limitation on any management right of the Employer except as otherwise prohibited or limited by the express terms of this MOU. The

Employer expressly reserves the right to exercise all of its management rights without limitation unless otherwise limited by this MOU, contract, or law.

Article 5. Amendment or Modification

This MOU or any of its terms may only be amended or modified by a written instrument that: (1) expressly states it is amending or modifying the MOU; and (2) is signed by or on behalf of all of the parties hereto or their successors in interest.

Article 6. Voluntary Understanding of the Parties

The parties hereto acknowledge and agree that this MOU is voluntarily entered into by all parties hereto as the result of arm's-length negotiations during which all such parties were represented.

Article 7. Effective Date

This MOU is effective the latest date affixed to the signature below.

Article 8. Expiration

This MOU will expire and no longer be in force or effect, effective the date that the Labor Agreement is no longer in force or effect.

IN WITNESS HEREOF, the parties hereto have made this MOU on the latest date affixed to the signatures below.

FOR THE CITY OF NORTHFIELD

FOR LAW ENFORCEMENT LABOR SERVICES, INC.

Mayor

Business Agent

City Clerk

Steward

Dated: _____

Steward

Dated: _____