

MEMORANDUM OF UNDERSTANDING
Between CITY OF TRAVERSE CITY,
TRAVERSE CITY FIREFIGHTERS ASSOCIATION, AFL-CIO

Re: Unused Vacation Hours

Date: October 7, 2020

Purpose and Intent

The City recognizes the March 16, 2020 Stay at Home Executive Order by Governor Whitmer during the COVID-19 pandemic hindered the ability for the members of the Traverse City fire department to use their vacation hours prior to October 1, 2020.

The parties are signatories to a collective bargaining agreement for the Traverse City Fire Department, Traverse City Firefighters Association, AFL-CIO effective for the period of July 1, 2016 through June 30, 2021 (CBA). This Memorandum of Understanding is the mutual agreement to the following change for the end of the 2020/2021 Fiscal Year.

Article 16 Annual Vacation Leave

Annual vacation leave hours may be accumulated by an individual employee, assigned to twenty-four (24) hour shifts, not to exceed two hundred eighty-eight (288) hours carried over on October 1 of each year. Annual vacation leave hours may be accumulated by an individual employee, assigned to an eight (8) hour shift, not to exceed one hundred sixty (160) hours carried over on October 1 of each year. There shall be a one-time payout for unused vacation hours in excess of two hundred eighty-eight (288) hours for employees assigned to twenty-four shifts and for employees assigned to an eight (8) hour shift in excess of one hundred sixty (160) hours at the end of October 12, 2020.

This was a one-time exception and shall not establish precedent and shall not be used as a basis for a "past practice".

CITY OF TRAVERSE CITY

By: 

Date: 10-13-2020

Martin Colburn, City Manager

**TRAVERSE CITY FIREFIGHTERS
ASSOCIATION, AFL-CIO**

By: 

Date: 10/08/2020

Jacob Steichen, IAFF Local 646 President