

Memorandum of Agreement

The Town of East Lyme (hereinafter the "Town") and Local 1303-436 of Council #4, American Federation of State, County and Municipal Employees, AFL-CIO (hereinafter the "Union") hereby agree to the following:

1. The Town and the Union are parties to a collective bargaining agreement dated July 1, 2019 through June 30, 2022.

2. Article XI of the aforementioned collective bargaining agreement states:

11.0 Each active employee shall receive paid holidays during each calendar year as shown below:

- | | |
|--------------------------|-----------------------|
| New Years Day | Labor Day |
| Martin Luther King Day | Columbus Day |
| Presidents' Day | Veteran's Day |
| Good Friday | Thanksgiving Day |
| Memorial Day | Thanksgiving Friday |
| Independence Day | Christmas Day |
| One (1) Floating Holiday | Christmas Eve (½ day) |

11.1 If a holiday occurs on a Saturday, the preceding Friday is taken as the holiday, and if a holiday occurs on a Sunday, the following Monday is taken as a holiday.

11.2 If a holiday occurs during an employee's vacation, he/she shall be paid for the holiday, and no deduction shall be made from his/her vacation time.

11.3 If a holiday occurs while an employee is on sick leave, he/she shall be paid for the holiday, and no deduction shall be made from his/her sick leave.

11.4 Employees shall be eligible for paid holidays effective their date of hire.

11.5 Employees who work any holiday recognized in Section 12.0 above, shall receive time and one-half for all hours actually worked.

3. The parties agree to the following in lieu of the current contract language under Article XI for the period from July 1, 2019 through June 30, 2022:

FILED

July 2 2019 AT 10:35 AM/PM
[Signature]
EAST LYME TOWN CLERK

11.0 Each active employee shall receive the following paid holidays in accordance with Section 11.1 during each contract year:

New Years' Day	Labor Day
Martin Luther King Day	Columbus Day
Presidents' Day	Veteran's Day
Good Friday	Thanksgiving Day
Memorial Day	Thanksgiving Friday
Independence Day	Christmas Day
Easter Sunday	Christmas Eve (½ day)

11.1 Active employees who are not scheduled to work on the holidays set forth under Section 11.0 shall receive eight (8) hours pay at their base rate for each of the full day holidays listed in Section 11.0 and four (4) hours pay at their base rate for the one-half day holiday in Section 11.0.

11.2 Active employee who work on any of the holidays set forth under Section 11.0 will receive one and one-half (1½) times their regular rate of pay in addition to holiday pay as set forth under Section 11.0.

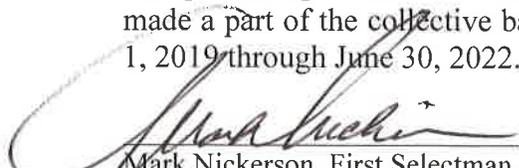
11.3 Holiday pay shall be paid during the applicable payroll period. Accordingly, employees may not bank holiday pay.

11.4 If a holiday occurs during an employee's vacation, he/she shall be paid for the holiday, and no deduction shall be made from his/her vacation time.

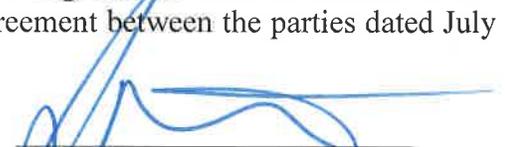
11.5 If a holiday occurs while an employee is on sick leave, he/she shall be paid for the holiday, and no deduction shall be made from his/her sick leave.

11.6 Employees shall be eligible for paid holidays effective their date of hire.

4. The parties agree that this Memorandum of Agreement shall be affixed to and made a part of the collective bargaining agreement between the parties dated July 1, 2019 through June 30, 2022.


Mark Nickerson, First Selectman
Town of East Lyme

Dated: July 1, 2019


Local 1303-436 of Council #4,
American Federation of State, County
and Municipal Employees, AFL-CIO

Dated: July 1, 2019