

MEMORANDUM OF AGREEMENT

Between the City of St. Francis and

LELS Union Local 319

(Holiday- Christmas Eve Day)

This Memorandum of Agreement is entered into between Law Enforcement Labor Services, Inc., Local No. 319 the (hereafter “Union”) and the City of St. Francis, MN, (hereafter “City”)(collectively as the “parties”).

WHEREAS, the City and the Union are parties to a collective bargaining agreement (hereinafter Agreement) in effect from January 1, 2025, to December 31, 2027, providing for the terms and conditions of employment for certain police officers working for the City (hereafter, “members”); and

WHEREAS, the City has approved adding a benefit for members Christmas Eve Day as a full holiday, and

WHEREAS, Article 13 of the Agreement, entitled Holidays, reads in relevant part as follows:

13.1 The following days are established holidays:

- | | |
|-------------------------------|---------------------------|
| New Year's Day | Columbus Day |
| Martin Luther King's Birthday | Veteran's Day |
| President's Birthday | Thanksgiving Day |
| Memorial Day | Day after Thanksgiving |
| Independence Day | Christmas Eve Day (½ Day) |
| Labor Day | Christmas Day |

NOW, THEREFORE, the parties have agreed that the added benefit to the officers in the Department is as follows:

- 1) The City will recognize Christmas Eve Day as a full holiday.
- 2) The parties agree that this Memorandum of Agreement will become effective January 1, 2025, and will continue until December 31, 2027, at which time it will be of no further force or effect except as the parties mutually agree to continue it in writing.
- 3) The parties recognize that this shall not operate as a waiver of management or union rights or establish any precedent or past practice.
- 4) This Memorandum of Agreement represents the full and complete agreement between the parties regarding this matter.

For the City of St. Francis:

For the Union:

Dated _____

Dated _____