

MEMORANDUM OF AGREEMENT

RGE – IBEW Local 36 Carry Over Vacation -COVID 19

In the spirit of industrial harmony, efficiency, safety, and in an effort to meet the changing COVID 19 protocols and business needs, IBEW Local 36 ("Union") and RGE ("Company") agree as follows:

- The parties recognize that during the current COVID 19 Pandemic and changing government directives for controlling the pandemic, changes in work practices may need to take place.
- The parties agree that the use of carry over vacation can be extended, beyond the contractual deadline of "by May 31st", to December 31, 2020.
- Scheduling of carry over vacation time shall be approved based on business needs to ensure adequate coverage.
- Employees who have already scheduled their vacation carry over time will not be able to reschedule that vacation to later in the year.
- Employees are required to schedule their carryover vacation by June 30, 2020 (for use by 12/31/2020).
- This agreement shall be effective for carry over vacation from 2019, to be used in 2020. It shall not affect the carry over vacation requirements and language beyond 2020.
- The parties will make every effort to resolve any issues that arise under this Agreement through discussion and collaboration.
- Except as specified in this Agreement, both parties reserve all rights under the collective bargaining agreement and nothing herein is intended to modify those rights. This Agreement shall not set precedent or prejudice any other matter, except to enforce its terms.

5/1/2020
Date

Jeff Sondervan
IBEW Local 36 – Jeff Sondervan

5/1/2020
Date

James Tait
RGE Labor Relations – James Tait

HUMAN RESOURCES / LABOR RELATIONS / BUSINESS CONFIDENTIAL



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