

(Agreement Number 2021-38)

Amendment of Agreement No. 2021-25 between the Delano City Employee's Association (Miscellaneous Employee Bargaining Unit) and The City of Delano - Article 21. HOLIDAYS and ARTICLE 26. CAFETERIA PLAN

Effective August 16, 2021 Article 21. HOLIDAYS, Section A. and Section G. AND Article 26. Cafeteria Plan shall be amended as follows:

ARTICLE 21. HOLIDAYS

- A. Holidays Observed: Effective FY 2021/22 the Miscellaneous Unit members, employed by the City shall observe the following annual holidays during the term of the agreement (total of 120 hours):

Independence Day
Labor Day
Veteran's Day
Thanksgiving Day
Christmas Eve
Christmas Day
New Year's Eve
New Year's Day
Martin Luther King Jr. Day
President's Day
Memorial Day
Juneteenth

Every day designated by Congress or the City Council as a special holiday in commemoration or in memoriam of an extraordinary occurrence.


- G. **Changes in work schedule:** If the City decides to revert City offices to a five/eight work schedule, the City agrees to revert to 116 holiday hours at eight hours per day to include Friday after Thanksgiving, Cesar Chavez Day (March 31st), and Good Friday (4 hours only).

ARTICLE 26. CAFETERIA PLAN

Employees who either have no dependents or opt-out of dependent coverage under the City's health plans shall receive a \$165.00 per month cash payment. In order to be eligible for the cash payment, the employee must sign a group waiver statement verifying all dependents have alternate insurance coverage. Payment will be made as follows:

1. A cash payment by separate check twice per year (paid on the first payday in December and June of each year). Employees who separate from employment will receive a prorated amount based on the date of separation.

CITY OF DELANO
DATED: September 7, 2021



Approved as to form:

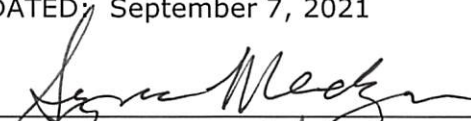
Rachel H. Richman


Attest:

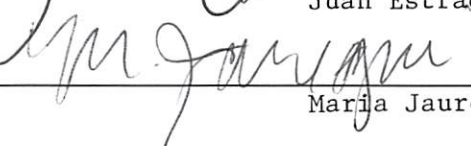


City Clerk

DCEA, MISCELLANEOUS EMPLOYEE UNIT
DATED: September 7, 2021



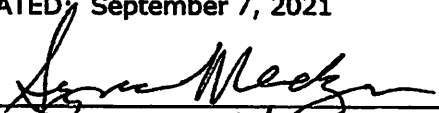
Suzanne Mendoza



Juan Estrada


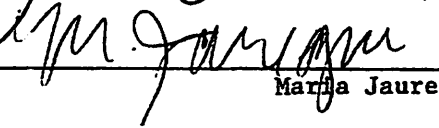
Maria Jauregui

CITY OF DELANO
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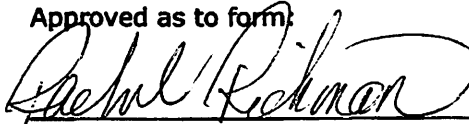


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Attest:

City Clerk