

**FIRST AMENDMENT
TO
AGREEMENT
BETWEEN
THE CITY OF DUBUQUE, IOWA
AND
TEAMSTERS LOCAL UNION NO. 120
BUS OPERATORS
JULY 1, 2017 through JUNE 30, 2022**

This First Amendment to Agreement, dated for reference purposes the 23rd day of April, 2020, is made and entered into between the Teamsters Local Union No. 120 Bus Operators ("Union") and the City of Dubuque, a municipal corporation ("City").

WHEREAS, City and Union are parties to an Agreement effective July 1, 2017 through June 30, 2022 (herein "the Agreement"); and

WHEREAS, Union and City have entered discussions regarding the economic impact, known, projected, and unknown, of the COVID-19 or Novel Coronavirus pandemic on the City's Fiscal Year 2020 and Fiscal Year 2021 operating budgets; and

WHEREAS, Union and the City have mutually agreed to address, at least in part, budget deficits related to collectively bargained-for wage increases for Fiscal Year 2021; and

WHEREAS, Union has presented for a vote to its membership the revision of certain articles, specified below, in this First Amendment to Agreement; and

WHEREAS, Union's membership has voted to ratify this First Amendment to Agreement; and

WHEREAS, City Council finds that this First Amendment to Agreement is in the best interests of the City of Dubuque.

NOW, THEREFORE, in consideration of the foregoing and the mutual covenants and agreements to be performed as herein set forth, the parties agree as follows:

Section 1. Effective May 3, 2020, ARTICLE 14 **CASUAL DAY**, Paragraph A. Considerations, Item 1. of the Agreement is amended to read as follows:

A. Considerations

1. To afford employees two (2) days with pay, not to be deducted from sick leave accumulation, to be scheduled by the employee's department manager.

Section 2. Effective May 3, 2020, ARTICLE 14 CASUAL DAY, Paragraph B. Conditions, Item 1. of the Agreement is amended to read as follows:

B. Conditions

1. The two (2) casual days may be taken anytime during each year of the contract subject to the provisions of A(2) above.

Section 3. Effective May 3, 2020, ARTICLE 14 CASUAL DAY, Paragraph C. Part-Time Employees of the Agreement is amended to read as follows:

C. Part-Time Employees

Part-time employees shall receive two (2) casual days with pay. The two (2) casual days for part-time employees shall equal six (6) hours for each casual day at the employee's regular rate of pay. Except as otherwise provided in this Section, part-time employees shall be subject to the terms of this Article.

Section 4. Effective July 1, 2020, ARTICLE 24 WAGE PLAN of the Agreement is amended by adding the following at the end of the salary schedule:

Notwithstanding the foregoing:

Effective July 1, 2020 through June 30, 2021, the wage plan in effect on June 30, 2020, shall be increased by 0% (no increase) across the board.

Effective July 1, 2021 through June 30, 2022, the wage plan in effect on June 30, 2021, shall be increased by 3.25% across the board.

Section 5. Each person signing this First Amendment on behalf of a party represents and warrants that the party has the requisite power and authority to enter into, execute, and deliver this First Amendment on behalf of such party and that this First Amendment is a valid and legally binding obligation of such party enforceable against it.

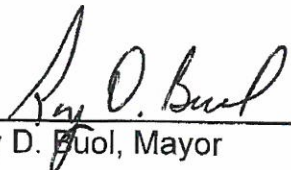
Section 6. This First Amendment represents the entire agreement between the parties with respect to its subject matter and supersedes all prior discussions or understandings that the parties may have with respect to same.

Executed in Dubuque, Iowa, as of the date first above written.

CITY OF DUBUQUE, IOWA

**TEAMSTERS LOCAL UNION NO. 120
BUS OPERATORS**

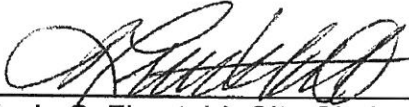
By: _____


Roy D. Buol, Mayor

By: _____


Kevin Saylor, Business Agent

ATTEST:

A handwritten signature in black ink, appearing to read "Kevin S. Firnstahl", written over a horizontal line.

Kevin S. Firnstahl, City Clerk