

**THIRD AMENDMENT
TO
AGREEMENT
BETWEEN
THE CITY OF DUBUQUE, IOWA
AND
THE INTERNATIONAL UNION OF OPERATING ENGINEERS
AFL-CIO – LOCAL #234
JULY 1, 2017 through JUNE 30, 2022**

This Third Amendment to Agreement, dated for reference purposes the 23rd day of April, 2020, is made and entered into between the International Union of Operating Engineers AFL-CIO – Local #234 (“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, as amended March 4, 2019 and August 26, 2019 (herein “the Agreement”); and

WHEREAS, Union and City have entered into 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 Third Amendment to Agreement; and

WHEREAS, Union’s membership has voted to ratify this Third Amendment to Agreement; and

WHEREAS, City Council finds that this Third 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 XXVI CASUAL DAY, Paragraph A. Water Division Employees, Item 1.a) is amended to read as follows:

A. Water Division Employees

1. Considerations

a) Three (3) casual days with pay per calendar year shall be allowed.

Two (2) of these three (3) days shall not be deducted from the employee's accumulated sick leave.

One (1) of these three (3) days shall be deducted from the employee's accumulated sick leave. Employees shall receive eight (8) hours of pay for each casual day.

Section 2. Effective May 3, 2020, ARTICLE XXVI CASUAL DAY, Paragraph B. All Other Employees, Item 1.a) is amended to read as follows:

B. All Other Employees

1. Considerations

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

Section 3. Effective May 3, 2020, ARTICLE XXVI CASUAL DAY, Paragraph B. All Other Employees, Item 2.a) is amended to read as follows:

B. All Other Employees

2. Conditions

a) Two (2) casual days may be taken anytime during the year, subject to the provisions of B.1.b) above.

Section 4. Effective July 1, 2020, ARTICLE XXXX 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 3.00% across the board.

Effective July 1, 2022 through June 30, 2023, the wage plan in effect on June 30, 2022, shall be increased by 3.25% across the board.

Section 5. Each person signing this Third 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 Third Amendment on behalf of such party and that this Third Amendment is a valid and legally binding obligation of such party enforceable against it.

Section 6. This Third 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.

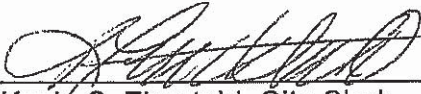
CITY OF DUBUQUE, IOWA

**INTERNATIONAL UNION OF OPERATING
ENGINEERS AFL-CIO LOCAL #234**

By: 
Roy D. Buol, Mayor

By: 
Brian Vaske, Business Representative

ATTEST:


Kevin S. Firnstahl, City Clerk