

MEMORANDUM OF UNDERSTANDING

Jones County, Iowa (the "County") and PPME Local 2003 (the "Union") enter into this Agreement to modify certain provisions of the collective bargaining agreement that expires on June 30, 2025. The parties acknowledge and agree as follows:

1. Article V (Vacation) shall be modified to reflect the following:

- **DELETE** the language that references vacation is earned but cannot be used during the first year.

- **CHANGE** Vacation Scale to the following:

Years of Service	Annual Accrual Rate
1-4 years	80 hours
5-11 years	120 hours
12-19 years	160 hours
20-24 years	176 hours
25 or more years	200 hours

**During year 1 of employment, the employee will be given 40 hours of vacation upon hire and the remaining 40 hours will be accrued throughout the first year.*

- **MODIFY Vacation Pay Upon Termination** paragraph to:

"Upon retirement, resignation or termination from County service, employees shall be paid for all earned but unused vacation."

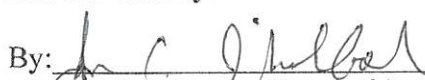
2. Article VII (A)(4) (Sick Leave) shall be modified by deleting paragraph 4 and replacing it with the following:

Use of Sick Leave for Family Members

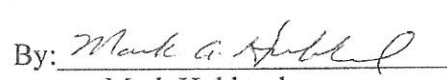
Sixty-four (64) hours of accumulated sick leave may be used to care for an ill child, stepchild, foster child, spouse, or parent during a fiscal year. This leave shall not be cumulative from year to year; can be used for routine medical appointments; and does not add additional earned days to the current sick leave policy.

3. No other terms or conditions of the collective bargaining agreement shall be modified until the contract expires or by mutual agreement of the parties.

For the County:

By: 
Chairperson, Board of Supervisors
Date: 10/04/22

For the Union:

By: 
Mark Hubbard
Date: 10-5-22