

SECOND AMENDMENT TO THE COLLECTIVE BARGAINING AGREEMENT

MEMORANDUM OF UNDERSTANDING (MOU) BETWEEN THE CITY OF TULSA, EMPLOYER AND F.O.P. LODGE #93, BARGAINING UNIT

This Second Amendment to Collective Bargaining Agreement (Second Amendment) is entered into by and between the City of Tulsa (Employer) and Fraternal Order of Police Lodge #93 (Union), effective as of the date executed by Employer below.

Whereas, the City of Tulsa ("City") and the Fraternal Order of Police ("FOP") (collectively "the Parties") have negotiated their FY2024-2025 Collective Bargaining Agreement (CBA); *and*,

Whereas, after the Agreement was entered into, the City modified the holiday schedule in policies and procedures to include June 1st as a holiday in recognition of the 1921 Tulsa Race Massacre for non-bargaining unit employees; *and*

Whereas, the City desires to recognize June 1st as a holiday for all sworn police employees covered by the Collective Bargaining Agreement; *and*

Whereas, the City and Union understand and acknowledge this Second Amendment to the Agreement is necessary to modify the holiday schedule because holidays are based on the written provisions of the Agreement unless Employer specifically and voluntarily agrees to change such schedule during the term of the Agreement.

Whereas, the Parties have agreed this change is to be effective upon full execution of this MOU; *and*

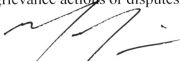
Now, Therefore Be It Resolved, the Agreement shall be amended as follows:

Section 14.1 The following days shall be observed as holidays, and Employees will be granted time off with pay unless required to be on duty:

New Year's Day (January 1)
Martin Luther King Jr.'s Birthday (3rd Monday in January)
Good Friday (Friday before Easter)
Memorial Day (Last Monday in May)
Tulsa Race Massacre Observance Day (June 1st)
Juneteenth (June 19)

Independence Day (July 4)
Labor Day (1st Monday in Sept.)
Veteran's Day (November 11)
Thanksgiving Day (4th Thursday in Nov.)
Friday after Thanksgiving (4th Friday in Nov.)
Christmas Eve (December 24)
Christmas Day (December 25)
Two Floating Holidays

Be It Further Resolved, this agreement as set forth with the provisions listed above is entered into by the Parties in good faith and shall be considered as a one-time, non-precedent setting agreement and shall not give rise to, or provide support for, any grievance actions or disputes or prejudice the positions of the Parties.



Mayor

MAR 26 2025

Date



Lodge President



City Clerk



Assistant City Attorney



Lodge Negotiator