

AMENDMENT TO
COLLECTIVE BARGAINING AGREEMENT

BETWEEN

THE CITY OF TULSA
AND
AFSCME LOCAL 1180
LABOR AND TRADES EMPLOYEES

FOR FY 2025-2026

This Amendment to Collective Bargaining Agreement is entered into by and between the City of Tulsa (Employer) and American Federation of State, County and Municipal Employees, AFSCME Local 1180 (Union), effective as of the date executed by Employer below.

Whereas, the City of Tulsa ("City") and the American Federation of State, County and Municipal Employees Local 1180 ("AFSCME") (collectively "the Parties") have negotiated their FY 2024-2025 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 LT employees covered by the Collective Bargaining Agreement; and

Whereas, the City and Union understand and acknowledge this 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 28.1 The following days shall be observed as holidays and employees shall be granted time off with pay, unless required to work:

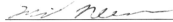
New Year's Day (January 1st)
Martin Luther King, Jr.'s Birthday (3rd Monday in January)
Good Friday (Friday before Easter)
Memorial Day (Last Monday in May)
Tulsa Race Massacre Observance Day (June 1st)
Juneteenth (June 19th)
Independence Day (July 4th)
Labor Day (First Monday in September)

Veteran's Day (November 11th)
Thanksgiving Day (Fourth Thursday in November)
Friday after Thanksgiving
Christmas Eve (December 24th)
Christmas Day (December 25th)
2 Floating Holidays (See Section 28.2 H for restrictions)

The Employer and Union further agree that the provisions of this Amendment shall be a one-time agreement and shall not be construed or interpreted as establishing any type of past practice or precedent for any other situation or grievance. The parties agree that the terms of this Second Amendment shall not be used in any future grievance or arbitration.

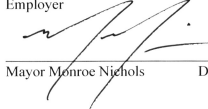
IN WITNESS WHEREOF, the parties have executed this Amendment.

AFSCME, Local 1180,
Union



Mike Morrison, President

City of Tulsa, Oklahoma
Employer



Mayor Monroe Nichols

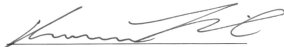
Date

MAR 26 2025

Approved:



City Clerk



Assistant City Attorney III – Litigation