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| <u>Addendum</u> TITLE OI | FDOCUMENT 7/108 to 600 |
| ☐ I, the undersigned, hereby affirm that the attached of recording does not contain personal information of any | locument, including any exhibits, hereby submitted for person or persons. (NRS 239B.030) |
| ☐ I, the undersigned, hereby affirm that the attached d recording does contain personal information of a perso law: | n or persons as required by law. State specific |
| Signature | Print Name & Title |
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REQUEST OF

ADDENDUM #2

This Addendum #2 is executed this 6th day of May, 2010, by and between Carson City, (hereinafter "City"), and Carson City Employees Association, (hereinafter "Association"), and is an Addendum to and modification of the Collective Bargaining Agreement, (hereinafter "Agreement"), between Carson City and the Association, which was entered into on November 6, 2008.

WHEREAS the City has informed the Association that it is experiencing severe revenue shortfall from that expected when the Agreement was originally entered into and the Association has been presented with evidence of such shortfall; and

WHEREAS the City has informed the Association that because of the shortfall it may be necessary to layoff City employees, including some represented by the Association; and

WHEREAS the parties are desirous of avoiding layoffs of persons represented by the Association, if possible; and

WHEREAS the Association has obtained authorization from its membership to give concessions to the City from certain provisions contained in the Agreement in order to lessen the amount of layoffs which may nevertheless occur, including, but not limited to a two-year wage freeze and modification of insurance benefits, in exchange for increased annual leave;

NOW THEREFORE the parties agree to modify the Agreement only as set forth below:

- 1. Amend Article 14, "Compensation," Section 14.1(c) and 14.1(d) by eliminating those sections. In doing so, the parties agree that future increases to base salary which may become effective July 1, 2012, will be subject to negotiation.
- 2. Amend Article 14, "Compensation," Section 14.2, by holding that section in abeyance for two years, i.e., between July 1, 2010, and June 30, 2012. The parties agree that unless s specifically modified prior to June 30, 2012, by mutual agreement, such section will be reinstated effective July 1, 2012, pursuant to Article 35, Section 35.2, if applicable.
- 3. Amend Article 17, "Annual Leave," Section 17.1, "Computation of Vacation Days," as follows:
 - a. All regular full-time employees shall accumulate annual leave for each calendar month or major fraction thereof in accordance with the following schedule:

Less than 1 year 9.3 hours

After 1 year, but less than 2 years 11.3 hours

After 2 years, but less than 5 years: 13.3 hours

After 5 years of continuous employment: 17.3 hours

- No employee shall be permitted to take annual leave until after 6 months continuous employment.
- 4. The parties agree that the amendment to Article 17, Section 17.1, as noted above shall only be effective from July 1, 2010, through June 30, 2012, i.e., the effective period of the two-year wage freeze, and that the monthly accumulation of annual leave shall revert to the hours stated in said section as currently agreed to and be effective July 1, 2012, unless specifically modified in subsequent negotiations.

- 5. The parties have previously reached agreement on modification of Article 24, "Insurance Benefits," Section 24.1(c), which were presented to Association representatives and agreed to by them on March 2, 2010, and subsequently ratified by the membership, which modifications are incorporated herein by reference.
- 6. The parties agree all remaining Articles of the collective bargaining agreement shall remain in full force and effect through and including June 30, 2012, unless specifically modified in writing prior to such date.

DATED this 6th day of May, 2010.

CARSON CITY

CARSON CITY EMPLOYEES
ASSOCIATION

By: My Carolle

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