

**MEMORANDUM OF UNDERSTANDING  
BETWEEN  
THE CITY OF TULSA, EMPLOYER  
AND  
IAFF LOCAL NO. 176, BARGAINING UNIT**

**Whereas**, Local No. 176 of the International Association of Firefighters (Union) and the City of Tulsa ("City") (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 1<sup>st</sup> as a holiday in recognition of the 1921 Tulsa Race Massacre for non-bargaining unit employees; and

**Whereas**, the City desires to recognize June 1<sup>st</sup> as a holiday entitled Tulsa Race Massacre Observation Day for all sworn fire employees covered by the Collective Bargaining Agreement; and

**Whereas**, the City and Union understand and acknowledge this First 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**, in order to ensure all sworn Fire Employees receive the new holiday as a benefit, changes to Article 16 – Annual Leave, Article 17 – Holidays, and Appendix D – Fire Investigators are required.

**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 16.1** Employer agrees that Employees of the bargaining unit shall earn paid annual leave as follows:

	7 Day Work Period 40-hour Employees	27 Day Work Period 24 hour shift Employees
<u>No.Yrs. Service</u>	<u>Mo.Accrual/Annual</u>	<u>Mo.Accrual/Annual</u>
Less than 6	9.67 hrs/116.04 hrs	25 hrs/12.5 shifts
6 through 15	12.67 hrs/152.04 hrs	29 hrs/14.5 shifts
16 through 24	17.34 hrs/208.08 hrs	35 hrs/17.5 shifts
25 and over	19.00 hrs/228 hrs	37 hrs/18.5 shifts

**Section 16.2** For Employees who work a 27-day work period, 24-hour shift schedule, annual leave shall be granted in consideration of both vacation leave and for those holidays defined in Article 17 of this Agreement.

**Section 17.1** Employees who are assigned to work a 7-day work period shall observe the following days as holidays and shall be granted time off with pay for such days unless required by the Employer to be on duty:

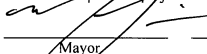
- A. New Year's Day (January 1)
- B. Martin Luther King, Jr.'s Birthday (3rd Monday in January)
- C. Good Friday (Friday before Easter)
- D. Memorial Day (Last Monday in May)
- E. Tulsa Race Massacre Observance Day (June 1<sup>st</sup>)
- F. Juneteenth (June 19)
- G. Independence Day (July 4)
- H. Labor Day (1st Monday in September)
- I. Veteran's Day (November 11)
- J. Thanksgiving Day (4th Thursday in November)
- K. Friday after Thanksgiving
- L. Christmas Eve (December 24)
- M. Christmas Day (December 25)
- N. Special holiday at the Employee's option subject to the approval of the Fire Chief.

**Appendix D – Fire Investigators**

- D. Fire Investigators working the 27-day work period shall earn paid annual leave at the following rates in lieu of rates provided in 16.1:

<u>Yrs of Service</u>	<u>Mo. Accrual/Annual</u>
Less than 6	21.2 hrs./254.4 hrs
6 through 15	24.57hrs/294.84 hrs
16 through 24	29.62hrs/355.44 hrs
25 and over	31.31hrs/375.72 hrs

**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

APR 02 2025

\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Union President

  
\_\_\_\_\_  
City Clerk



  
\_\_\_\_\_  
Assistant City Attorney