

**MEMORANDUM OF UNDERSTANDING
BETWEEN
AFSCME LOCAL 1148
AND
THE CITY OF SPRINGFIELD**

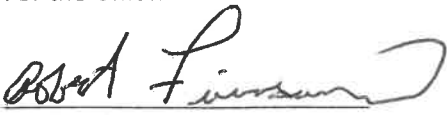
MEAL PAYMENT FOR OVERTIME SHIFTS

1. This agreement is between the City of Springfield (City) and AFSCME Local 1148 (Union). The purpose of this Memorandum of Understanding (MOU) is to establish the parameters for receiving payment for a meal when working an overtime shift.
2. Effective at the signing of this agreement the parties agree that employees covered by this agreement are not allowed to use a company credit card to purchase personal meals, unless otherwise approved by the Division Director consistent with City's administrative regulations.
3. Under the following terms and conditions, an employee covered by this collective bargaining agreement will receive a meal payment when either:
 - a. The employee works as scheduled shift of more than four (4) continuous hours beyond their regularly scheduled workday or,
 - b. The employee works a voluntarily overtime shift of at least twelve (12) hours or more outside of their normal work week as defined in Article 13.3.
4. Meal payments will be provided at a rate of \$22. To receive the payment, the employee must sign up for ACH direct deposit through Accounts Payable.
5. Employees are not eligible for the payment when a meal (excluding simple snacks) is provided by the employer or when the employee does not actually work the minimum required hours.
6. Upon completion of the overtime requirements the department will submit a meal payment request to Accounts Payable.

This MOU will be effective through June 30, 2024 and on July 1, 2024 it will be added the parties' collective bargaining agreement.

Agreed to this 1st day of March 2022.

For the Union


Robert Finsand.
President LOCAL 1148

For the CITY

