

Teamsters Local 542 and the City of Brawley Tentative Agreement

04/22/2025

Teamsters , Local 542 and the City of Brawley (City) have agreed to the following terms to amend the current Memorandum of Understanding (MOU) for Article 38 to read:

**ARTICLE 38 – BASIC WORK PERIOD**

The official workweek is established as a period of seven consecutive days commencing at 12:01AM Saturday.

The City Manager may approve an Alternate Work Week Schedule (including a 9/80 schedule, a 4/10 schedule, or some other alternate schedule based on a 40-hour work week) ("Alternate Work Week Schedule") for individual Employees based on staffing needs, the Employee's performance, and the nature of the position. An Alternate Work Week Schedule for an Employee may be implemented at the sole discretion of the City Manager and may be thereafter modified or eliminated as needed, at any time, by the City Manager. Employees shall not be removed from an approved alternative workweek schedule because of or as a form of disciplinary action.

Employees approved to work an alternate 9/80 work schedule will work nine (9) hours for four consecutive fixed days in each work week, and eight (8) hours the remaining fifth day of one work week. The Employee will be off work on the corresponding fifth day in the following work week. As such, the Employee will work a total of 80 hours per pay period and 40 hours in each defined work week.

The FLSA work week for Employees on the 9/80 schedule will begin at "mid-day of Employee's scheduled 8 - hour workday" and end "mid-day of the Employee's same workday on the following week." Using this method, an Employee will work a total of 40 hours during each scheduled work week. Overtime and compensation time apply to non-exempt Employees for hours worked beyond 40 in any established work week.

The Employee will continue accruing vacation and sick leave hours at the same rate as before being assigned to an Alternate Work Week Schedule. An Employee who is using vacation or sick leave will be charged the number of hours of used.

Compensation for holidays will not change when an Employee is assigned to an Alternate Workweek Schedule. Employees receive 8 hours of holiday pay when assigned to a regular 40-hour per week work schedule. Under the 9/80 work schedule option, the time credited to the Employee shall be equal to the number of hours the employee is regularly scheduled to work on that day. If a holiday falls on the Employees regular scheduled day off (Flex Day), the Employee shall take the next regularly scheduled work day as the holiday.

For the City:

  
Jimmy Duran, Police Chief/Interim City Manager

For the Teamsters, Local 542:

  
Ruth Duarte, Business Agent