

**City Council Regular Meeting  
AGENDA ITEM**

NUMBER: 20

**SUBJECT:**

Memorandum of Understanding (“MOU”) with Teamsters Local 14, Amending Collective Bargaining Agreement, City of North Las Vegas and Teamsters Local 14 Administrative Collective Bargaining Agreement, July 1, 2021 - June 30, 2024, Changing the Day of the Week in Which Christmas Eve and Christmas Day will be Observed. (Citywide) (For Possible Action; Recommendation – Approve)

**REQUESTED BY:**

Wilson Edgell, Director of Human Resources

**WARD:**

(Citywide)

**RECOMMENDATION OR RECOMMEND MOTION:**

That the City Council approve the MOU, amending the existing contract language to change for calendar year 2023 when the Christmas Eve and Christmas Day holidays will be observed since Christmas Eve falls on Sunday and Christmas Day falls on Monday.

**FISCAL IMPACT:**

**ACCOUNT NUMBER:**

N/A

**STAFF COMMENTS AND BACKGROUND INFORMATION:**

NRS 288.153(1) requires that any modified collective bargaining agreement between a local government employer and an employee organization be approved by the governing body of the local government employer at a public hearing.

NRS 288.153(4) requires the chief executive officer of the local government at the hearing to report to the governing body of the local government the fiscal impact of the agreement.

The Teamsters Local 14 Administrative Collective Bargaining Agreement identifies December 24 and December 25 as observed holidays. It additionally states that if December 24 or December 25 falls on a Sunday, the Monday following must be observed as a legal holiday. This year, December 24 falls on a Sunday, and December 25 falls on a Monday. The City is unable to recognize both observed holidays on the same day for payroll purposes. Therefore, as has been done in previous years, the Union and City mutually agree that for calendar year 2023 only: The Christmas Eve holiday shall be observed on December 24, 2023 and Christmas Day holiday shall be observed on December 25, 2023.

The attached MOU memorializes the tentative agreement between the City and Teamsters Local 14 amending the following agreements:

- City of North Las Vegas and Teamsters Local 14 Administrative Collective Bargaining Agreement, July 1, 2021 - June 30, 2024.

The amendment strikes “Sunday, the Monday following must be observed as a legal holiday” as it relates to when holidays fall on a Sunday and replaces it with the following language: “For calendar year 2023 only: The Christmas Eve and Christmas Day holidays shall be observed on Sunday, December 24, 2023 and Monday,

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December 25, 2023.”

CIP No.	Related Item:	
LIST CITY COUNCIL GOAL(S): Responsible Fiscal Management		
PREPARED BY:  Wilson Edgell, Director of Human Resources	Respectfully Submitted  Ryann Juden, City Manager	MEETING DATE:  April 5, 2023