

**MEMORANDUM OF UNDERSTANDING
SALT LAKE CITY LIBRARY AND AFSCME LOCAL 1004**

This Memorandum of Understanding ("MOU") is entered into between the Salt Lake City Public Library ("Library") and AFSCME Local 1004 ("Union") for the purpose of modifying Article 12 Retirement, Section 2, Deferred Compensation, Article 10 Compensation, Section 4 Bilingual Premium, and Article 5, Hours of Work, Section 9 Call Back, of the Collective Bargaining Agreement ("CBA").

WHEREAS, the parties entered into a Collective Bargaining Agreement effective February 3, 2026 through June 30, 2029; and

WHEREAS, Article 12 Retirement, Section 2 Deferred Compensation of the CBA provides that the Library will contribute an amount equal to the employee required contribution to the Utah Retirement Systems ("URS") for eligible Tier 2 employees who elect the defined benefit retirement plan; and

WHEREAS, the employee required contribution to URS for eligible Tier 2 employees has increased from 0.81% to 1.30%, effective with the pay date beginning July 10, 2026; and

WHEREAS, the parties desire to amend the CBA to reflect the updated employee required contribution established by URS;

WHEREAS, Article 10, Compensation, Section 4, Bilingual Premium, of the CBA provides for a bilingual pay premium for eligible employees who demonstrate bilingual proficiency; and

WHEREAS, the Library has consistently administered the bilingual pay premium by incorporating the premium into an eligible employee's regular hourly rate of pay, resulting in the premium being included in compensation for paid leave, including vacation leave, sick leave, holidays, bereavement leave, and other forms of paid leave, but excluding payouts of accrued vacation leave upon separation from employment; and

WHEREAS, the parties desire to amend and clarify Article 10, Section 4 of the CBA so that the contract language accurately reflects the Library's payroll administration and provides a consistent method for administering the bilingual pay premium;

WHEREAS, Article 5, Hours of Work, Section 9, Call Back, establishes compensation for Maintenance Technicians who respond to work-related call-backs, including work performed through telephone calls or virtual meetings while off duty; and

WHEREAS, the parties desire to clarify the method of compensation for off-duty telephone calls and virtual meetings so that such work is compensated at the employee's regular

The bilingual pay differential shall not be included when calculating payouts of accrued vacation leave upon separation from employment unless otherwise required by law.

3. Amendment to Article 5, Hours of Work, Section 9 – Call Back

Article 5, Section 9, Call Back, is amended by replacing the following paragraph:

"Employees responding to work-initiated phone calls or virtual meetings for more than 5 minutes when off duty will be compensated in a minimum increment of 15 minutes overtime. Calls or virtual meetings of 5 minutes or less are considered insubstantial. Employees performing call-back duty will log their time and the duties performed. This provision does not preclude management members covering on-call conditions and responding to calls for service."

with the following:

"Employees responding to a work-initiated phone call or virtual meetings lasting more than five (5) minutes while off duty shall be compensated for the actual time worked, with a minimum guarantee of fifteen (15) minutes, at the employee's regular rate of pay unless overtime compensation is otherwise required by this Agreement or applicable law. Calls or virtual meetings lasting five (5) minutes or less shall be considered insubstantial. Employees performing call-back duty will log their time and the duties performed. This provision does not preclude management members covering on-call conditions and responding to calls for service."

4. Effective Date

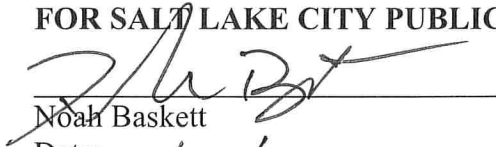
This Memorandum of Understanding shall become effective with the first pay period beginning in July 2026.

5. Remaining Terms

Except as expressly modified by this Memorandum of Understanding, all other terms and conditions of the Collective Bargaining Agreement shall remain in full force and effect.

THIS AGREEMENT is executed by and between the parties on the dates and times as referenced below, in Salt Lake City, Utah.

FOR SALT LAKE CITY PUBLIC LIBRARY



Noah Baskett
Date: 7/27/2026

FOR AFSCME LOCAL 1004



My Smith, officer
Date: 7/10/26