

**LETTER OF AGREEMENT  
BETWEEN  
CITY OF MEDFORD  
AND  
Teamsters Local Union No. 223  
Construction and Maintenance**

This Agreement is between The City of Medford and the Teamsters Local Union No. 223 Construction and Maintenance regarding Article 8.5 Safety Release.

**1. Introduction**

- a. Employees at times are required by the City to work additional time or hours outside of their regularly scheduled shift.
- b. Safety release time is intended to provide time off for an employee without suffering any loss in pay due to time off during their scheduled work shift for working hours outside of their regularly scheduled shift.
- c. The parties agree Article 8.5 should be amended as currently written.

**2. Terms**

- a. Safety Release time is a continuous block of ten (10) hours, except as noted in paragraph III, below, during which the employee is relieved from duty. Safety Release time is granted in the following circumstances:
  - i. An employee who is required by the City to report to work for four (4) or more hours outside of their regularly scheduled shift and has not received a continuous 10-hour break in a 24-hour period.
  - ii. An employee who is held over for four (4) or more hours outside of their regularly scheduled shift and has not received a continuous 10-hour break in a 24-hour period.
  - iii. An employee who is on stand-by status and who is required to respond and/or work during the hours of 10:00 p.m. to 2:00 a.m., shall be provided two hours of safety release time at the beginning of their regularly scheduled shift.

This memorandum of understanding will automatically sunset with the expiration of the 2023-2026 collective bargaining agreement.

 Date 05-01-2023

Bonnie Barasch, City of Medford  
Director of Human Resources

 Date 6-1-23

Brent Jensen  
Business Representative  
Teamsters Local 223