

# MEMORANDUM OF UNDERSTANDING

## VOLUNTEERS

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 utilization of volunteers in the Operations Division.


The parties agree that the use of volunteers will in no way replace, displace, deskill, or otherwise compromise the current or future Union represented employee's tasks and/or positions. Volunteers are limited to not more than 19 hours per week or 520 hours in any twelve month period. Volunteers are expected to abide by City and Department policies and procedures. Volunteer tasks will be limited to dismantling surplus electronic equipment.

Volunteers will perform this work for up to six months. If more time is required, the City and the Union will craft another agreement.

The parties agree to these provisions on this, the 9<sup>th</sup> day of September, 2024.

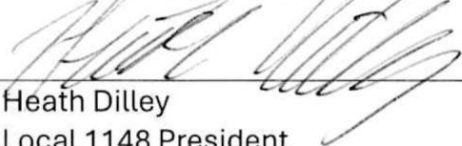
For the City:

BY:   
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Brian Conlon  
DPW Operations Director

  
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Chaim Hertz  
Human Resources Director

For AFSCME

BY:   
\_\_\_\_\_  
Monica Bielski Boris  
Council 75 Representative

  
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Heath Dilley  
Local 1148 President