

**MEMORANDUM OF UNDERSTANDING**  
**Between**  
**City of Springfield**  
**And**  
**SEIU Local 503, OPEU Springfield City Employees Local 995**

**Purpose**

This Memorandum of Understanding (MOU) is intended to align sick leave payout provisions for all SEIU-represented employees. It documents a mutual agreement between the City of Springfield ("City") and SEIU Local 503, OPEU, Springfield City Employees Local 99 ("Union") to modify Article 7.6 of the Collective Bargaining Agreement (CBA) regarding sick leave payout upon termination or death.

**Agreement**

The parties agree to the following:

**1. Removal of Tiered Sick Leave Cap:**

The second paragraph of Article 7.6, which establishes a 250-hour payout cap for employees hired on or after March 1, 2026, is removed in its entirety.

**2. Uniform Sick Leave Payout Cap:**

Article 7.6 shall be applied uniformly to all eligible employees as follows:

**7.6 Payment Upon Termination or Death**

Payment for unused sick leave shall be limited to a maximum of four hundred eighty (480) hours, and only upon retirement, disability retirement, or payment to the estate of a deceased employee.

**3. No Other Changes**

All other provisions of the Collective Bargaining Agreement remain unchanged and in full force and effect.

**Effective Date**

This MOU becomes effective on the date of the last signature below and remains in effect for the duration of the current Collective Bargaining Agreement unless modified by mutual agreement.

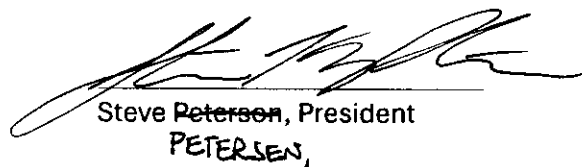
The parties agree to these provisions on this 15<sup>th</sup> day of April, 2026.

CITY OF SPRINGFIELD



Chaim Hertz, Human Resources Director

SERVICE EMPLOYEES INTERNATIONAL UNION



Steve Peterson, President  
PETERSEN,