

MEMORANDUM OF UNDERSTANDING

THIS MEMORANDUM OF UNDERSTANDING (hereinafter "MOU"), made and entered into on this the 23rd day of March, 2023, by and between the **LEXINGTON-FAYETTE URBAN COUNTY GOVERNMENT**, an urban county government of the COMMONWEALTH OF KENTUCKY created pursuant to KRS Chapter 67A (the "Government" or "LFUCG"), and the **AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES, AFSCME LOCAL 4468** (the "Organization" or "Unit").

WITNESSETH

WHEREAS, the Council of the Lexington-Fayette Urban County Government has adopted Resolution No. 181-74 and Ordinance No. 4-75, which are attached hereto and incorporated herein by reference (the "Legislation"), which provide a process and procedure for the recognition of legitimate employee organizations by LFUCG in a non-bargaining unit context; and

WHEREAS, the Organization has been certified and recognized by LFUCG pursuant to the Legislation; and

WHEREAS, the Legislation contemplates the entering into of MOUs between LFUCG and the Organization pertaining to employees represented by a recognized organization and their working conditions; and

WHEREAS, LFUCG's Divisions of Waste Management and Human Resources have met with the Organization for a significant period and number of times and have entered into a set of proposed articles for consideration by the Urban County Council; and

WHEREAS, the proposed articles are incorporated into this MOU and the parties have tentatively agreed to the proposed articles, subject to approval and adoption of the MOU and the proposed articles by a majority of the members of the Organization.

NOW, THEREFORE, that for and in consideration of the mutual promises and covenants herein expressed, LFUCG and the Organization agree as follows:

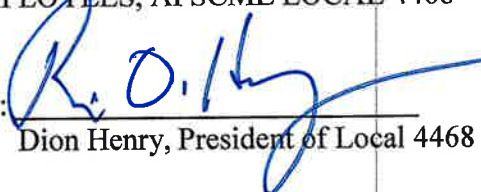
1. Term of Agreement - 4 years from time of signing.
2. This MOU and the proposed articles attached hereto and incorporated herein by reference are subject to the approval and adoption by a majority of the members of the Organization. In the event that a majority of the members of the Organization fails to approve and adopt the proposed articles attached hereto and incorporated herein by reference, this MOU and the proposed articles shall have no legal force or effect.

IN WITNESS WHEREOF, the parties have executed this Memorandum of Understanding at Lexington, Kentucky, the day and year first above written.

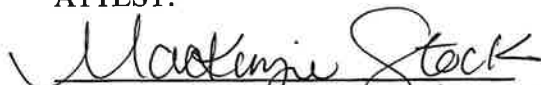
LEXINGTON-FAYETTE URBAN
COUNTY GOVERNMENT

BY: 
Linda Gorton, Mayor

AMERICAN FEDERATION OF
STATE, COUNTY, AND MUNICIPAL
EMPLOYEES, AFSCME LOCAL 4468

BY: 
Dion Henry, President of Local 4468

ATTEST:


~~Abigail Allan~~ — Mackenzie Stock
Deputy Clerk of the Urban County Council

WITNESS:

