

**TENTATIVE AGREEMENT**

**No Change to:**

**ARTICLE 24**

**COURT LEAVE**

**24.1** Any Employee who is summoned to appear as a part of a jury pool, for possible selection as a member of a jury, shall be given time off with full pay and benefits of employment, for the time that the Employee is required to be and remain before the Courts for possible selection as a juror.

If the Employee is not selected for jury service, and the jury selection process has been completed, then upon being released by the Courts, the Employee shall return to his/her regularly scheduled work with the City of Laredo, without delay.

**24.2** Any Employee who is actually selected for service upon a jury, shall be given time off with full pay and benefits of employment, for the time that the Employee is required to be and remain before the Courts for service as a juror. If the Employee serves as a juror for any part of a day, then he/she is to be considered as having served the full day, and shall not be required to return to work for the remainder of that day, but shall be required to return to his/her regularly scheduled work on the next working day after the day that the trial of the case is completed and the juror is fully released from service on the jury.

**24.3** Occasionally, jury trials will be recessed for one or more days, while the Court attends to other matters. If such a lengthy recess occurs in the trial, then upon being released by the Courts for the period of the recess, the Employee will return to work with the City of Laredo at his/her regularly scheduled time on the next working day following the day of the release for the recess.

Provided however, if the regular work schedule of the Employee requires him/her to work at any time during the twelve (12) hours immediately before the hour that he/she is to report back to the Court for further jury duty, then the Employee shall be given time off from work, with full pay and benefits of employment, for any portion of the twelve (12) hours that he/she is regularly scheduled to work immediately before the hour that he/she is to report back to the Court for further jury duty, in order that the Employee may be rested and prepared for further service as a juror.

Tentatively agreed, subject to agreement on the entire contract, on this 14th day of JULY, 2022 at 5:20 p.m.

  
For the City

  
For the Association

Ramona I. Perez Stevens  
Printed Name

Carlos R. Lozano  
Printed Name