

Memorandum of Understanding

The purpose of this Memorandum of Understanding between the Washington State Council of County and City Employees, AFSCME, AFL-CIO, Local 1811 (the “Union”) and the Snohomish Health District (the “District”) is to memorialize an agreement to extend their collective bargaining agreement, covering the period from January 1, 2018 through December 31, 2020 (the “Agreement”), by one year.

Recitals

On February 29, 2020, Governor Jay Inslee issued Proclamation 20-05 declaring a State of Emergency in all counties of the State of Washington to address the impacts of the COVID-19 virus. That proclamation was followed by many others directing closure of the State’s K-12 schools, ordering Washingtonians to stay at home for a period of weeks if they were not considered essential employees, and implementing many limits on economic, social and recreational activities during the pendency of the COVID-19 pandemic.

The presence of the pandemic has required a historic emergency activation and public health response from the District and its employees. The parties recognize that the intensive pandemic-related responsibilities of District employees and administrators, and the uncertainty regarding the economic impact of the pandemic on the District and its member agencies, make it impractical to engage in full-scope bargaining at this time. The parties have therefore entered into this Memorandum of Understanding to extend the Agreement by one (1) year so that negotiations for a successor to the Agreement can occur in a more suitable environment.

Agreement

Now, therefore, the parties agree as follows:

1. The term of the Agreement will be extended by one year, with a new termination date of December 31, 2021 (the “Extension”).
2. Compensation rates for 2020, reflected in Appendix A to the Agreement, will remain in effect during the Extension unless changed by operation of Paragraph 5 of this Memorandum.
3. Article 3 of the Agreement will be revised as shown in Exhibit A.
4. Effective January 1, 2021, those employees classified as Program Assistant 1’s will be reclassified to Program Assistant 2. Reclassified employees will be placed in the same step of the Program Assistant 2 range that they occupy in the Program Assistant 1 range, and their step-increase date will become January 1. For any employee who has not accrued six (6) service credits as of January 1, the range increase described in this paragraph will be in lieu of the sixth-month step increase described in Section 7.5 of the Agreement.
5. In the event that the District implements a general wage increase for employees in bargaining units represented by other unions or for unrepresented employees

during the Extension, the District will provide a general wage increase on the same terms to employees represented by the Union.

6. Except as described in this Memorandum, the terms and conditions of the Agreement will remain in effect during the Extension unless modified by written agreement of the parties.

7. This Memorandum will expire on the earlier of the effective date of a successor to the Agreement or December 31, 2022.

Signed and Dated this _____ day of _____, 2021.

Snohomish Health District

AFSCME, AFL-CIO, Local 1811

Name _____
Title _____

Name _____
Title _____