

CIO, LOCAL #1811

This Memorandum of Understanding ("MOU") is entered by and between the Snohomish Health District ("District") and Washington State Council of County and City Employees, AFSCME, Local #1811 ("AFSCME"). This MOU memorializes the agreement reached between the District and AFSCME regarding section 12.14 of the contract.

The current contract language does not allow Inclement Weather to be used to leave early due to hazardous conditions nor the ability to utilize Floating Holiday in addition to the 4 hours of weather leave. New contract language shall now read

12.14 Inclement Weather Leave

Up to four (4) hours per year, noncumulative, will be granted for tardiness or to leave early due to inclement weather. Any absence or tardiness over four (4) hours due to inclement weather will be charged to unused vacation, floating holidays, or compensatory time at the employee's option.

By signing below, the parties agree that the above represents the parties' full and entire agreement with respect to this MOU. This MOU shall not be interpreted to create a past practice and shall not be precedent setting for future situations.

Signed this _____ day of February, 2019.

FOR THE DISTRICT:

Jefferson Ketchel
Administrator

FOR AFSCME:

Miguel Merga 3-15-19
Miguel Merga Date
Washington State Council of County and City
Employees, Local 1811

Tina Albedyll 3/15/19
Tina Albedyll Date
Union President