

CONTRACT AMENDMENT

City of Sedro-Woolley and AFSCME Local 176-SW  
November 23, 2011

The City of Sedro-Woolley and the Washington State Council of County and City Employees, American Federation of State, County and Municipal Employees, AFL-CIO, are party to a collective bargaining agreement (CBA) effective from January 1, 2009 through December 31, 2014.

As a result of these unprecedented hard economic times, the City has asked AFSCME Local 176-SW for financial concessions to aid in maintaining a balanced budget. The CBA includes a COLA of 3.15% for 2012. AFSCME Local 176-SW desires to help in achieving cost savings for the good of the City, its citizens and its employees and specifically to save one position (Permit Technician) that is currently budgeted to be laid off on December 31, 2011.

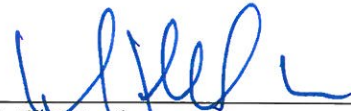
AFSCME Local 176-SW and the City hereby agree to amend the CBA as follows:

1. The COLA for 2012 is reduced from 3.15% to 1.0%.
2. All other provisions of the CBA remain unchanged.

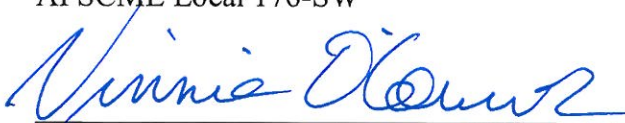
This amendment shall be effective upon the date first indicated above.



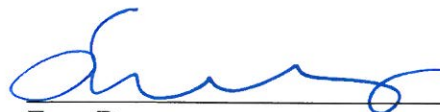
Rob Macready, President  
AFSCME Local 176-SW



Mike Anderson  
Mayor



Vinnie O'Connor, Staff Representative  
AFSCME



Eron Berg  
City Supervisor/City Attorney

MEMORANDUM OF UNDERSTANDING

City of Sedro-Woolley and AFSCME Local 176-SW  
November 23, 2011

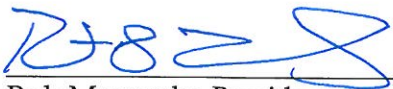
RE: 2012 Budget

The City of Sedro-Woolley and the Washington State Council of County and City Employees, American Federation of State, County and Municipal Employees, AFL-CIO, are party to a collective bargaining agreement (CBA) effective from January 1, 2009 through December 31, 2014.

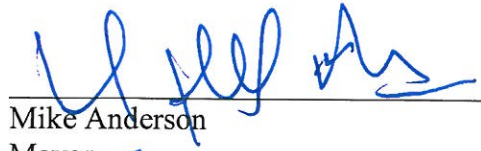
AFSCME and the City have voted to amend the current CBA by reducing the COLA for 2012 from 3.15% to 1.0% in an effort to balance the budget for 2012 and to save one AFSCME position.

This agreement is intended to supplement the CBA as follows:

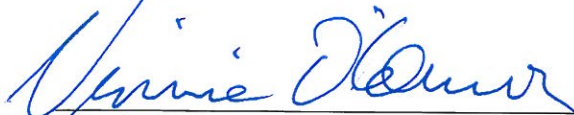
1. The position of Permit Technician shall be retained for 2012.
2. The attached City Personnel Policy, as finally adopted by the City Council, regarding dual insurance coverage is extended to members of the AFSCME bargaining unit.
3. AFSCME will encourage members to consider utilizing the dual insurance incentive policy and/or the 2011 early retirement incentive to achieve additional cost savings which are necessary to fully fund the retention of the Permit Technician position. If additional savings are not achieved from these voluntary efforts, the City will further reduce departmental budgets as required to balance the budget.
4. This agreement shall not establish a precedent for purposes of collective bargaining.



Rob Macready, President  
AFSCME Local 176-SW



Mike Anderson  
Mayor



Vinnie O'Connor, Staff Representative  
AFSCME



Eron Berg  
City Supervisor/City Attorney