

MEMORANDUM OF UNDERSTANDING

City of Sedro-Woolley and AFSCME Local 176-SW
May 19, 2015

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, 2015 through December 31, 2018.

The City of Sedro-Woolley consulted with the Union in a labor-management context and jointly determined that the creation of a new "carve-out" position was beneficial to explore this community spirited program as a pilot project. Specifically, in an MOU dated March 27, 2013, a new hourly position hired through a placement from Chinook Enterprises to assist the City in its janitorial functions at the Municipal Building was created.

The purpose of this MOU is to expand that program to include the placement of an employee from Washington Vocational Services, in addition to an employee placed through Chinook Enterprises, to do the same type of work at the solid waste department for a total of two employees.

The City and the Union agree as follows:

1. This is a continuation of the original pilot program which had an initial study phase of twelve months and was extended without objection from the Union. The Union reserves its right to object to this program if it exceeds its scope in any way.
2. The positions will be performing bargaining unit work, but will not reduce any staffing in the bargaining unit.
3. The positions will be limited in hours to no more than 10 per week, per employee, and the work functions will be limited to janitorial duties, specifically, emptying trash cans, recycling bins, wiping down surfaces and other similar activities.
4. The position will not be in the bargaining unit.

This agreement shall not establish a precedent for purposes of collective bargaining.



Brent Frisbee, President
AFSCME Local 176-SW



Mike Anderson
Mayor



Dean Tharp, Staff Representative



Eron Berg, City Supervisor/Attorney