

MEMORANDUM OF AGREEMENT

City of Sedro-Woolley and AFSCME Local 176-SW
February 28th, 2019

RE: Interpretation of 4.10.2 of the CBA

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, 2018 through December 31, 2020.

4.10.2 Reads as follows: In layoff, recall, and filling permanent job vacancies the City shall first consider seniority if the employee meets the minimum qualifications of the position. In applying this provision it is the intent of the City to provide qualified employees with promotional opportunities and the City with efficient operations.

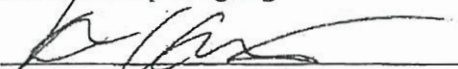
This provision can be read to require the City to hire a minimally qualified employee rather than the most qualified employee for a position. It is the City's belief that the intent of this provision was to make seniority a tie-breaker such that when two equally qualified employees apply, the most senior would be selected.

The purpose of this MOU is to clarify the interpretation of 4.10.2.

The parties agree as follows:

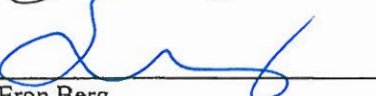
Section 4.10.2 of the CBA shall be interpreted to require the City to use seniority as a tie-breaker when filling permanent job vacancies.

This MOU shall not create a precedent for the purposes of collective bargaining and shall be effective upon signing.


Kevin Kesti, President
AFSCME Local 176-SW


Joe Downes, Staff Representative
AFSCME


Julia Johnson
Mayor


Eron Berg
City Supervisor/Attorney