

MEMORANDUM OF AGREEMENT

City of Sedro-Woolley and AFSCME Local 176-SW

August 15<sup>th</sup>, 2019

RE: Tony Niskanen request

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.

Tony Niskanen has a planned out-of-state trip for early September, but has insufficient vacation leave accrued to accommodate the trip.

Section 7.5 of the CBA allows unpaid leave, but only in relation to illness, injury or to care for a member of the employee's family.

The city can accommodate Tony's request at this time and desires to do so.

The parties agree as follows:

Tony Niskanen may be allowed to take unpaid leave in September, 2019, as approved by the City Supervisor.

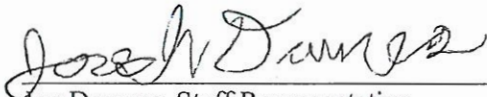
This MOU shall not create a precedent for the purposes of collective bargaining and shall be effective upon signing.



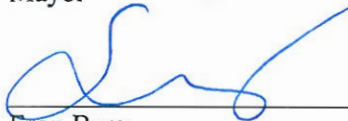
Kevin Kesti, President  
AFSCME Local 176-SW



Julia Johnson  
Mayor



Joe Downes, Staff Representative  
AFSCME



Eron Berg  
City Supervisor/Attorney