

Memorandum of Understanding
Between
Washington County ("County")
And
Teamsters Local #223 ("Union")

Whereas, Washington County ("County") and the Teamsters ("Union") are parties to a Collective Bargaining Agreement ("CBA") currently in effect through June 30, 2022; and

Whereas it is the County's position that the provisions of Article 10 of the CBA should always apply in situations where the County deems it necessary to apply its Inclement Weather policy to non-represented employees; and

Whereas the County acknowledges that mistaken representations were made regarding the application of the County's Inclement Weather Policy to Union employees implying that the paid time off provisions of the County's Inclement Weather policy applied to Union personnel; and

Whereas the County and Union have entered into this Memorandum of Understanding (MOU) on the date below for the purpose of effecting a one-time, non-precedent setting settlement agreement related to the recent County closures; now therefore

For and in consideration of the mutual benefits to each of the parties, the County and Union agree as follows:

1. County and Union agree that Article 10: Special Wage Provisions of the CBA applied to the sequence of events that occurred on Friday, September 11, 2020 through Tuesday, September 15, 2020.
2. County and Union agree that the paid time off provisions in the County's Inclement Weather Policy do not apply to the Teamsters represented employees during County closures.
3. Based on certain mistaken representations, the County agrees in good faith to the following on a one-time basis which Union shall not raise or rely upon as establishing any future precedence.
 - Union employees working in Fleet and who are covered by the CBA, will receive regular pay for their hours worked, plus the difference, if any, in additional hours up to the amount of their regular full shift's pay, if they were scheduled and at work on Friday, September 11, 2020 through Tuesday, September 15, 2020.
 - Union employee's working on LUT operations crews who are covered by the CBA will receive a full day's pay if they reported to work and were sent home on Monday, September 14, 2020.
4. County and Union agree that for any future instances of inclement weather or "when events occur caused by reasons beyond the control of the County such as fire, power failure, storms, or acts of God, where normal work cannot be performed" the terms and conditions of Article 10 of the CBA will be applied to all Union employees.

Signed and dated this ____ day of September 2020.

WASHINGTON COUNTY

TEAMSTERS

By: //Signature on file 10/23/2020 //
Sia Lindstrom, Interim Assist. County Administrator

//Signature on file 10/23/2020 //
Karine Trowbridge, Teamsters