



## JOINT MEMORANDUM OF UNDERSTANDING

Between  
City Of Bellingham  
And  
Teamsters Local 231

### Furlough Leave Reimbursement

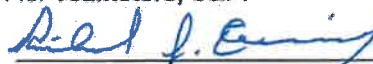
- I. **PURPOSE:** This Memorandum of Understanding outlines the mutual understanding between the parties regarding a reimbursement of up to two (2) contract vacation days for employees who lost pay due to mandatory furlough leave in 2021.
- II. **SCOPE:** This agreement applies to all eligible Teamster's employees.
- IV. **AGREEMENT:**

WHEREAS, both parties acknowledge designated employees were required to take furlough days in 2021.

NOW, THEREFORE, the parties agree that:

- Employees who lost pay due to mandatory furlough leave between January -March 2021 will be credited with up to two (2) contract vacation days to be used between January 1, 2025 - December 31, 2025.
- Unused contract vacation day(s) will not be carried over to the next calendar year or paid upon retirement or termination of employment. If unused, they will be forfeited.
- Employees must be employed by the City on January 1, 2025, to be eligible.

EXECUTED, this 2<sup>nd</sup> day of October, 2024 for **Teamsters, S&P:**

  
Rich Ewing, Teamsters 231  
Secretary-Treasurer

DATED this 7<sup>th</sup> day of October, 2024 for the **CITY OF BELLINGHAM:**

  
Mayor

ATTEST:   
Finance Director

  
Human Resources Director

APPROVED AS TO FORM:

  
Office of the City Attorney