



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 2nd day of October, 2024 for **Teamsters, S&P:**

A handwritten signature in blue ink, appearing to read "Rich Ewing".

Rich Ewing, Teamsters 231
Secretary-Treasurer

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

ATTEST:

A handwritten signature in blue ink, appearing to be a stylized "J" or "L".

Finance Director

A handwritten signature in blue ink, appearing to be "Tim Luedtke".

Mayor

A handwritten signature in blue ink, appearing to be "Dana Luedtke".

Human Resources Director

APPROVED AS TO FORM:

A handwritten signature in blue ink, appearing to be "John Doe".

Office of the City Attorney