



Bellingham Fire Department

LETTER OF AGREEMENT

Between

City Of Bellingham

IAFF 106

Labor-Management Collaboration on Span of Control Impacts

- I. **PURPOSE:** This letter of agreement memorializes the mutual commitment of the parties to maintain a productive labor management relationship.
- II. **SCOPE:** This agreement covers 106S members.
- III. **AGREEMENT:**

WHEREAS, the Parties have met to discuss the impacts to 106S members span of control associated with the addition of four swing captains included in the 2025 budget;

WHEREAS, the Parties recognize the value of collaborative communication and a constructive labor-management relationship;

WHEREAS, the Parties acknowledge and recognize their respective rights and obligations under the Collective Bargaining Agreement, including Articles 5 and 24;

WHEREAS, the Parties acknowledge their respective rights and obligations under the Washington Public Employees' Collective Bargaining Act, RCW 41.56.

NOW, THEREFORE, the parties agree:

- The Parties affirm their mutual commitment to regular Labor-Management Committee meetings as a forum for communication, collaboration and discussion.
- The Parties affirm their commitment to engaging in good-faith labor relations consistent with statutory requirements and obligations under RCW 41.56.
- The Parties affirm their commitment to administering the CBA consistent with its terms.
- Nothing in this LOA shall be construed as a waiver, modification or amendment of the CBA, or as a limitation of either Party's statutory rights and obligations.
- This LOA satisfies the Parties' bargaining obligations regarding the impacts to 106S employees associated with the addition of swing captains and the related span of control impacts.

DATED this _____ day of _____, 2026 for **IAFF Local 106S:**

Local 106 President

Local 106S Unit Lead

DATED this _____ day of _____, 2026 for the **CITY OF BELLINGHAM:**

Human Resources

Bill Hewett, Fire Chief