



JOINT MEMORANDUM OF UNDERSTANDING

Between

City Of Bellingham

And

**Washington State Council of County and City Employees,
AFSCME, AFL-CIO
Local No. 114L**

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 114L 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 25, 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 16, 2025, to be eligible.

EXECUTED, this 13 day of January, 2025 for **AFSCME 114L**:


Rosie Ventura
Staff Representative

DATED this 17th day of January, 2025 for the **CITY OF BELLINGHAM**:


Mayor

Human Resources Director

ATTEST:
Finance Director

APPROVED AS TO FORM:


Office of the City Attorney