



MEMORANDUM OF UNDERSTANDING

Between

City Of Bellingham

And The Guild of Pacific Northwest Employees, Local 1937

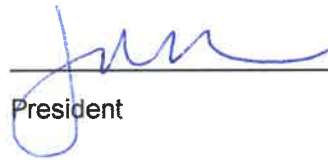
8 Hours Paid Leave Cash-out for Police Department Employees

- I. **PURPOSE:** The purpose of the agreement is to provide 8 hours paid leave cash-out to employees represented by Local 1937 in the Police Department for providing proof of vaccination in accordance with the 2021 Vaccine Mandate – Mayor Seth Fleetwood’s Emergency Order 2021-02.
- II. **SCOPE:** This agreement covers all employees represented by Local 1937 in the Police Department.
- III. **AGREEMENT:**
 - A. WHEREAS, Local 1937 represents employees in various City departments, the museum, the library, and the Court (“Bargaining Unit”); and
 - B. WHEREAS, AFSCME Council 2 (“Council 2”) filed a representation petition (“Petition”) dated October 1, 2021, to the Washington Public Employment Relations Commission (PERC). The Petition covers employees of the Police Department (“Petitioned-For Employees”) currently represented by Local 1937; and
 - C. WHEREAS, While the Petition was pending, the City and Local 1937 were legally restricted from bargaining the employment terms for the Petitioned-For Employees; and
 - D. WHEREAS, During this time, the 2021 Vaccine Mandate – Mayor Seth Fleetwood’s Emergency Order 2021-02 MOU, covering all Local 1937 members, excluding the Police staff included in the representation petition filed with PERC, was executed and included 8 hour paid leave in lieu of time worked to accommodate getting vaccinated; and
 - E. WHEREAS, On November 3, 2022, PERC issued Decision no. 13588 (PECB, 2022) (Case no. 134604-E-21), determining Local 1937 remains the exclusive bargaining representative of the Petitioned-For Employees; and
 - F. WHEREAS, On November 4, 2022, the parties incorporated employees represented by Local 1937 in the Police Department into the successor Agreement.

NOW, THEREFORE, the parties agree that:

- The City will cash-out 8 hours leave to the employees in Police Department in lieu of time worked to accommodate getting vaccinated.

EXECUTED, this 21st day of Dec, 2022 for **Local 1937**:



President

DATED this 13 day of January, 23 2022 for the **CITY OF BELLINGHAM**:



Mayor

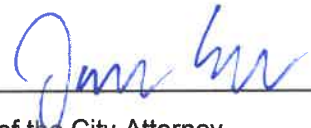
ATTEST: 

Finance Director



Human Resources Director

APPROVED AS TO FORM:



Office of the City Attorney