



## **MEMORANDUM OF UNDERSTANDING**

**Between**  
**City Of Bellingham**  
**And**  
**Guild of Pacific Northwest Employees, Local 1937**  
**2024 Retroactive Pay**

- I. **PURPOSE:** This Memorandum of Understanding outlines the mutual understanding between the City of Bellingham and the Guild of Pacific Northwest Employees, Local 1937, collectively referred to as the "parties" regarding the application of retroactive wage payments to Local 1937 employees.
- II. **SCOPE:** This agreement applies to Local 1937 members.
- III. **NO PRECEDENT:** This MOU is entered into on a non precedent-setting basis. This MOU shall not be used, referenced or relied upon in future matters. This MOU is not admissible except to enforce its terms and conditions.

#### **IV. AGREEMENT:**

WHEREAS, The parties have been negotiating the 2024-2025 Collective Bargaining Agreement ("Agreement"). The parties reached a tentative agreement (TA) on August 26, 2024.

WHEREAS, The Guild will hold a membership ratification vote for the TA on September 11 and 12, 2024;

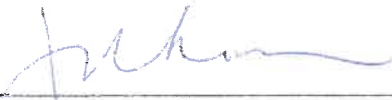
WHEREAS, the parties wish to enter into this MOU to provide retroactive pay;

NOW, THEREFORE, the parties agree that:

- The City will provide retroactive pay consistent with the terms of the Agreement to eligible employees if the Guild membership ratifies the TA; and the City Council approves the TA.
- Employees are eligible for retroactive pay if they were employed by the City as of August 26, 2024. Employees separated from City employment before August 26, 2024, are not eligible for retroactive pay.


- The relevant period for retroactive pay is from January 1, 2024, through the Agreement's implementation date.
- This agreement is effective upon full execution.

AGREED, this 20<sup>th</sup> day of August, 2024 for the **GUILD OF THE PACIFIC NORTHWEST EMPLOYEES, LOCAL 1937:**

  
\_\_\_\_\_  
Jael Komac, President  
Local 1937


  
\_\_\_\_\_  
Steve Fraga, Staff Representative  
Guild of Pacific Northwest Employees

EXECUTED, this 18<sup>th</sup> day of September, 2024 for the **CITY OF BELLINGHAM:**

  
\_\_\_\_\_  
Mayor

ATTEST:   
\_\_\_\_\_  
Finance Director

  
\_\_\_\_\_  
Human Resources Director

APPROVED AS TO FORM:  
  
\_\_\_\_\_  
Office of the City Attorney