



**Human Resources Department  
City of Bellingham**

**MEMORANDUM OF UNDERSTANDING**

**Between  
City of Bellingham  
And  
AFSCME 114**

**"Essential" Library Staff During Inclement Weather**

- I. **PURPOSE:** This Letter of Agreement outlines the mutual understanding between the parties regarding the designation of "essential staff" at the Library during inclement weather.
- II. **SCOPE:** This agreement applies to Library employees who reported to work as scheduled on February 12, 2019. City services were closed due to heavy snow fall; however, the Library remained open to offer "essential services" to the public.
- III. **NO PRECEDENT:** This agreement to pay library staff 1 ½ times their regular hourly rate for all hours worked on February 12, 2019 is not intended to set a precedent for similar circumstances in the future.

**IV. AGREEMENT:**

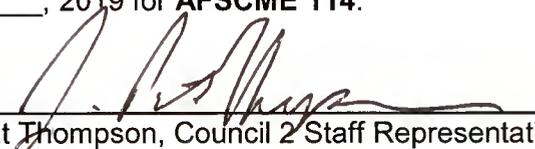
WHEREAS, both parties agree city policy states Department Heads determine whether services or staff are "essential" during severe weather conditions.

WHEREAS, both parties agree February 12, 2019 was the first time the Library staff were designated to provide essential services.

NOW, THEREFORE, the parties agree that:

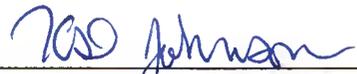
- Library staff who reported as scheduled or directed on February 12, 2019 will be paid at the rate of 1 ½ times the regular hourly rate of pay as specified in Appendix A of the collective bargaining agreement on a non-precedent setting basis.
- In the event Library employees are designate as "essential" for future events, employees will receive pay as outlined in the union contract and City policy.

EXECUTED, this 22nd day of April, 2019 for **AFSCME 114:**

  
Pat Thompson, Council 2 Staff Representative

  
Jael Komac, President, AFSCME Local #114

DATED this \_\_\_\_\_ day of \_\_\_\_\_, 2019 for the CITY OF BELLINGHAM:

  
\_\_\_\_\_  
Human Resources Services Manager

DATED this 22nd day of May, 2019 for the CITY OF BELLINGHAM:

  
\_\_\_\_\_  
Mayor

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

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

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