



MEMORANDUM OF UNDERSTANDING

Between

City Of Bellingham

AFSCME 114L

2021 Furlough of 96 Hours

- I. **PURPOSE:** This Memorandum of Understanding outlines furloughs for AFSCME 114L staff in calendar year 2021.
- II. **SCOPE:** This agreement covers all AFSCME 114L members.
- III. **AGREEMENT:**

WHEREAS, the City of Bellingham has experienced economic challenges related to the COVID 19 pandemic;

WHEREAS, the City has been able to keep full time budgeted employees employed and in full paid status since the pandemic began, but must reduce expenses in budgeting for 2021;

WHEREAS, the City and 114L both desire an outcome that does not reduce the number of positions within the bargaining group;

NOW, THEREFORE, the parties agree that:

- AFSCME 114L employees will furlough 96 hours (12 days) in calendar year 2021
- Furloughs will be taken at the rate of 24 hours per quarter (or their part time equivalent)
- FLSA Exempt Employees full time salaries will be adjusted to account for the furlough days and the salary reduction will be spread across the calendar year so pay remains consistent (Example: An FLSA Exempt Employee at Librarian 2, Step 1 2021 monthly wage will be \$5,469 or \$2,734.50 per pay period. Adjusting for the furloughs the monthly wage will be \$5,216 or \$2,563 per pay period.)
- Part time employees will be furloughed an equivalent number of hours based on their budgeted FTE
- Furlough hours are leave without pay and accrued leave cannot be used to offset furlough hours
- Furloughs will be taken in four-hour increments (4 or 8) and will be scheduled in coordination with the employee's supervisor to ensure business needs continue to be

met. Part time employees may work with their supervisor to schedule furlough hours consistent with their normal shift lengths

- The City reserves the right to discontinue furloughs if City finances allow
- There will be no vacation cash out for calendar year 2021

DATED this _____ day of _____, 2020 for AFSCME 114L:


Katie Bray, President AFSCME 114L


Joe Downes, Staff Rep AFSCME 114L

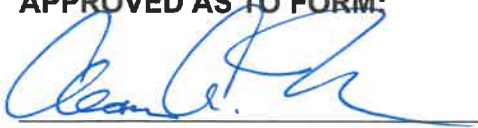
DATED this 6 day of November, 2020 for the CITY OF BELLINGHAM:


Mayor

ATTEST: 
Finance Director


Human Resources Services Manager

APPROVED AS TO FORM:



Office of the City Attorney