



## MEMORANDUM OF UNDERSTANDING

Between

City Of Bellingham

And The Guild of Pacific Northwest Employees, Local 1937

### Step Increase for Certain Long-Term Library Assistant Employees

- I. **PURPOSE:** The purpose of this Memorandum of Understanding (MOU) is to recognize long-term employees in the City of Bellingham's ("City") Library Assistant classification by providing a wage increase for certain employees.
- II. **SCOPE:** This MOU is for current Library Assistant employees who were employed in the Library Page position in January 2019 when the Library Page classification was converted to Library Assistant.
- III. **AGREEMENT:**


WHEREAS, the City converted the Library Page position in January 2019 to the new classification of Library Assistant, increasing the pay for all incumbents to \$13.70 an hour; and

WHEREAS, the City and Guild of Pacific Northwest Employees, Local 1937 ("Local 1937") seek to further differentiate wage rates between long-term and short-term Library Assistants.

NOW, THEREFORE, the parties agree that:

- Effective January 1, 2022 or upon full execution of the Local 1937 Collective Bargaining Agreement ("Agreement"), whichever is later, the City will provide a non-precedent-setting wage increase of one step for all current Library Assistant employees who were employed in the Library Page position in January 2019 when the Library Page classification was converted to Library Assistant.
- The eligible Library Assistants will retain their earned hours towards their next step increase at 2,080 paid hours, per standard procedure for part-time employees.
- Eligible employees must be on payroll in the Library Assistant position at the full execution of the Agreement.

DATED, this 23<sup>rd</sup> day of June, 2022 for Local 1937:

  
Local President


DATED this 6 day of July, 2022 for the CITY OF BELLINGHAM:

  
Mayor

ATTEST:   
Finance Director

  
Human Resources Director

APPROVED AS TO FORM:

  
Office of the City Attorney