



MEMORANDUM OF UNDERSTANDING

Between

City Of Bellingham

and

GOPNWE Local 1937

Deduction and Payment of Monthly Union Dues

- I. **PURPOSE:** This Memorandum of Understanding changes the contract language in Article 3.1 – Union Deduction
- II. **SCOPE:** This agreement covers all members of Local 1937.
- III. **AGREEMENT:**

WHEREAS, the City of Bellingham implemented the contract language as outlined in Article 3.1, effective with the 11/10/2020 pay check and 10/16-31 pay period;


WHEREAS, Local 1937 believes deducting dues from member's last paycheck of the month (work 1-31, with a deduction on the 10th) makes more intuitive sense for their members;

NOW, THEREFORE, the parties agree that:


- Dues for the last payroll period in October shall be deducted from employee pay and remitted to Local 1937 on the next paycheck scheduled for November 25, 2020;
- Dues for the entire month of November shall be deducted from employee pay and remitted to Local 1937 during the last paycheck for November, scheduled to be paid on December 10, 2020;
- Monthly dues going forward shall be deducted from employee pay during the last paycheck issued for every month thereafter and will be remitted to Local 1937 thereafter;
- Article 3.1 is modified to state the following:

The City will make a single, monthly deductions from the ~~first~~second pay period of the month (~~1-45~~16-31, paid on 25~~10~~th), from an employee's pay for regular Union dues, service fees, and assessments upon the employee's execution of a payroll deduction authorization. The authorization for Union membership and/or dues is valid whether executed in writing or electronically. Union will provide amount of deductions and effective dates to the City.

DATED this 20th day of Nov, 2020 for **Local 1937**:



Jael Komac
President, Local 1937



Dean Tharp
Staff Representative, Local 1937

DATED this 1 day of December, 2020 for the **CITY OF BELLINGHAM**:



Mayor


ATTEST: 

Finance Director



Human Resources Services Manager

APPROVED AS TO FORM:



Office of the City Attorney