



MEMORANDUM OF UNDERSTANDING

Between

City of Bellingham

and

Bellingham Local 1937

The Guild of Pacific Northwest Employees

Shift – Police Records

- I. **PURPOSE:** This Memorandum of Understanding changes the contract language in Appendix B – Work Group Provisions, Police Department section 6.6, (c) **Shifts**.
- II. **SCOPE:** This agreement covers all members of Local 1937 in Police Records.
- III. **AGREEMENT:**

WHEREAS, the City of Bellingham implemented the contract language as outlined in Appendix B -Work Group Provisions section 6.6 (c), effective November 1, 2020;

WHEREAS, an unintended consequence of changing the contract language in Appendix B, section 6.6 (c), resulted in swing shift differentials being paid on day shift worked hours.

NOW, THEREFORE, the parties agree effective January 1, 2021 Appendix B – Work Group Provisions, Police Department section 6.6, (c) **Shifts** is modified to state the following:

c) **Shifts** - The shift differential rate of pay, definitions, and guidelines will be as set forth in Article 16.6. ~~Non-worked hours reported on a time sheet (sick leave, vacation, etc.) do not receive shift differential.~~

~~~Rotating shifts are defined by start times as follows:~~

~~\_\_\_\_\_~Day shift periods begin at 5 a.m. through 10:59 a.m.~~

~~\_\_\_\_\_~Swing shift periods begin at 11 a.m. through 4:59 p.m.~~



~~Graveyard shift periods begin at 5 p.m. through 4:59 a.m.~~


~~In addition to applying shift differentials to full shifts, any regularly scheduled work of at least 3 hours but less than 5 hours falling within the above defined shift hours will receive the appropriate differential for those hours worked. When an employee is required to work a split shift, any worked hours falling within the swing shift or graveyard hours as defined above will be paid the appropriate differential for those hours worked.~~

Start times for shift purposes will be reviewed annually and may be adjusted as necessary to maintain optimum operation of the business with voted approval of the work group. If shift start times are adjusted, the hours for day, swing and graveyard as specified in Article 16.6(e) will determine the rate of shift differential to be paid.

For purposes of shift voting, the work group is defined as those who bid for rotating shifts.

DATED this 5<sup>th</sup> day of Jan, 2020 for **Bellingham Local 1937:**

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

  
\_\_\_\_\_  
Dean Tharp  
Staff Representative, Guild of Pacific  
Northwest Employees

DATED this 9 day of February, 2020 for the **CITY OF BELLINGHAM:**

  
\_\_\_\_\_  
Mayor



ATTEST:

  
\_\_\_\_\_  
Finance Director

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

APPROVED AS TO FORM:

  
\_\_\_\_\_

Office of the City Attorney

