



MEMORANDUM OF UNDERSTANDING

Between

City Of Bellingham

and

IAFF Local 106B

Modification of Article 26

- I. **PURPOSE:** This Memorandum of Understanding modifies Article 26 of the IAFF Local 106B collective bargaining agreement to include overtime provisions for mobilization to major emergencies within Region One and outside Region One.
- II. **SCOPE:** This agreement covers members of the IAFF 106B bargaining unit.
- III. **AGREEMENT:**

WHEREAS, large fires and major emergencies happen across the State of Washington and the western United States; and

WHEREAS, crews from Whatcom County may be called to respond and assist in mobilizations for these major emergencies; and

WHEREAS, the City and the Local desire to assist other jurisdictions during these difficult situations when resources allow;

NOW, THEREFORE, the parties agree to add the following paragraphs to Article 26 as follows:

Article 26. Overtime Pay and Callback

Section 3. Recall to Work

c) Emergency Mobilization: Any employee who is voluntarily deployed outside of Washington State Homeland Security Region One (Whatcom, Skagit, Snohomish, Island, and San Juan Counties), as part of a Washington State Fire Mobilization, Emergency Management Assistance Compact (EMAC) or a Federal Emergency Management (FEMA) request for assistance shall be subject to the compensation reimbursement and regulations related to the deployment. Overtime will include travel time and time worked exclusive of days when the member was relieved from duty. For members regularly assigned to a 40 hour week, the overtime will be the hours worked outside of their normal schedule.

d) Time away from work/home for a voluntary emergency response deployment requested by the agencies listed above within Region One will be compensated from the time the employee begins travel to the incident until their return to Bellingham. Normally scheduled Fire Department work time while deployed shall be counted as regular hours worked, and overtime will be calculated as per the Collective Bargaining Agreement and the FLSA.

DATED this _____ day of _____, 2025 for **IAFF Local 106B**:

IAFF Local 106 President

Bellingham E Board Member

DATED this _____ day of _____, 2026 for the **CITY OF BELLINGHAM**:

Fire Chief

Mayor

Finance Director

Human Resources

APPROVED AS TO FORM:

Office of the City Attorney