

AGENDA REQUEST FORM

**Return completed form and complete agenda item to the Clerk of the Board
Yakima County Commissioners' Office, Room 232**

Prepared by:
Doris Diaz and Judy Kendall

Department: Human Resources

Requested Agenda Date: 06/06/2023

Presenting: Judy Kendall

Document Title:

2023 - 2024 Memorandum of Agreement between YAKIMA COUNTY, WASHINGTON and INDEPENDENT LOCAL NO.1 For CBA effective January 1, 2023 - December 31,2024

Action Requested: *Check Applicable Box*

- PASS RESOLUTION EXECUTE or AMEND **AGREEMENT** CONTRACT or GRANT
 ISSUE PROCLAMATION PASS ORDINANCE OTHER _____

Describe Fiscal Impact:

Background Information:

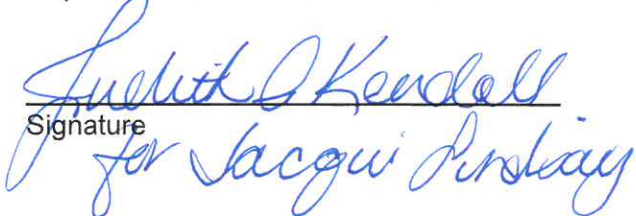
Memorandum of Agreement Regarding Amendment to Section 18.9.2, to correct the collective bargaining agreement article regarding Extended Sick Leave use, which will replace current Section 18.9.2 and will be effective January 1, 2023

Summary & Recommendation:

HR recommends the approval of the agreement.

Motion:

Department Head/ Elected Official


Signature

AGREEMENT Attached Is Approved as to Form
Corporate Counsel Initial _____

Late Agenda Requests Require BOCC Chairman Signature:

Board of County Commissioners Form Assigned

149 - 2023

Yakima County, WA

APPROVED FOR AGENDA:

Consent Regular

Board of County Commissioners Determined

2023-2024 Memorandum of Agreement

by and between

**YAKIMA COUNTY, WASHINGTON
and
INDEPENDENT LOCAL NO. 1**

covering

**COUNTY ROADS DEPARTMENT MAINTENANCE AND OPERATIONS, CONSTRUCTION
AND ER&R,
AND PUBLIC SERVICES UTILITY EMPLOYEES**

For CBA effective January 1, 2023 – December 31, 2024

Yakima County, hereinafter referred to as the Employer, and Independent Local No. 1, hereinafter referred to as the Union, agree to adopt this Memorandum of Agreement (MOA) and agree that the provisions of this MOA will be included as part of the 2023-2024 Collective Bargaining Agreement (CBA).

This MOA memorializes the correction to the 2023-2024 collective bargaining agreement article regarding Extended Sick Leave (ESL) use. Language was added that requires employees to use all of the grandfathered sick leave prior to being eligible to use ESL. This has not been the practice for this leave bank and was not intended to be changed.

The parties acknowledge that these amended provisions addressing these special circumstances have been agreed upon in accordance with Chapter 41.56, RCW.

The Employer and the Union agree that the provisions as set forth in this MOA supersede any conflicting provisions in the Collective Bargaining Agreement (CBA) covering the period of January 1, 2023-December 31, 2024.

This language replaces the entire Section for the remaining term of the CBA January 1, 2023-December 31, 2024.

The following language in Section 18.9.2 shall be replaced effective January 1, 2023.

18.9.2 An employee is eligible to use available ESL when the employee has:

- an extended illness or injury lasting more than ten (10) consecutive work days (cannot be used for intermittent absences);
- a qualified family member with an extended illness or injury lasting more than ten (10) consecutive work days (cannot be used for intermittent absences);
- served thirty (30) consecutive days of employment; and
- ~~exhausted all available sick leave hours; and~~
- used 5 work days or 40 hours of PTO, SL, or LWOP.

IN WITNESS WHEREOF, the parties have agreed to this Agreement on this 6th day of June 2023.

FOR THE EMPLOYER:
Yakima County

LaDon Linde, Chairman
Board of Yakima County Commissioners

Amanda McKinney, Commissioner
Board of Yakima County Commissioners


Kyle Curtis, Commissioner
Board of Yakima County Commissioners


Lisa Freund, Director of Public Services



Matt Pietrusiewicz, County Engineer

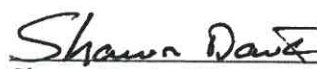

Jacqui Lindsay, Director of Human Resources

Represented by:


Anthony F. Menke, Management Labor
Attorney and Chief Negotiator

FOR THE UNION:
Independent Local No. 1


Robert Hurst, President
Independent Local No. 1


Shawn Davis, Vice President
Independent Local No. 1

BOCC Agreement

149 - 2023

Yakima County, WA