

**MEMORANDUM OF UNDERSTANDING**

**BETWEEN**

**LOCAL 307-W OF THE WASHINGTON STATE COUNCIL OF COUNTY AND CITY EMPLOYEES AND  
THE AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES AFL-CIO**

**AND**

**THE CITY OF WASHOUGAL, WA**

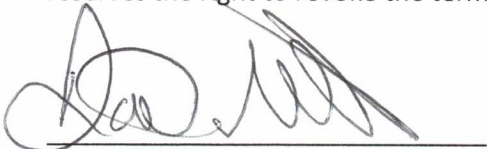
**The union and city agree to the following MOU as it pertains to employees that follow a  
alternate work schedule.**

Employees working a full-time but irregular schedule such as a 4-10, or other alternative work schedule, per Article 12.4 of the Collective Bargaining Agreement receive eight (8) hours of holiday leave for each observed holiday. Per Article 12.4, employees' currently revert to eight (8) hour shifts for remaining days of a holiday week. According to this MOU, employees may have a choice to revert to the eight (8) hour daily schedule during holiday weeks or maintain their alternate work schedule and receive full pay for the period by charging additional leave, e.g., 4-10 employee can use eight (8) hours of regular holiday time and two (2) hours of annual leave or vacation time to receive a full pay and work three (3) ten (10) hour days.

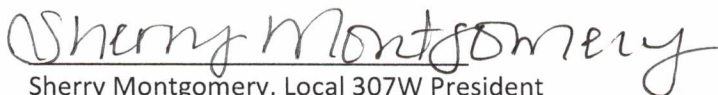
If the date of observed holiday falls on employee's alternative day off, the employee shall receive a following day off, as approved by the Supervisor. Full pay for the period may be obtained by charging additional leave, e.g., 4-10 employee can use eight (8) hours of regular holiday time and two (2) hours of annual leave or vacation time to receive a full pay and work three (3) ten(10) hour shifts **OR** revert back to the four (4) eight (8) schedule for holiday weeks.

This excludes the weeks of Thanksgiving and Christmas. During these holiday week's staff will revert back to the regular eight (8) hour shifts.

If the city believes that customer service is being jeopardized due to the conditions of this MOU, the city reserves the right to revoke the terms and conditions of this MOU.



David Scott, City Manager



Sherry Montgomery, Local 307W President