

**MEMORANDUM OF UNDERSTANDING**  
**Between**  
**Spokane Regional Emergency**  
**Communications And**  
**Local 1553-EC of the Washington State Council of County and City Employees -**  
**Council 2, AFSCME AFL-CIO**

In an effort to address lengthy delays in the shift bidding process both parties recognize the need to amend some language for shift bidding and add language to the shift re-bid process. The parties agree to the following changes and additions:

Shift bidding procedures:

12.4.6 When the shift bid starts, the shop steward or designee will begin asking Communication Officers for their shift bids by seniority in their classification and work location at the time. Once notified in person or by phone, Communication officers will have four (4) duty hours to complete their shift bids.

12.4.7 If a Communication Officers bid comes up during their regular days off or during their PTO or other paid leave, the shop steward or designee will attempt to notify the Communication officer by phone and text. The communication officer will have twenty-four (24) hours to complete their bid from the time of the phone call. The notification time will be noted from the official clock on the center phone that was used to make the notification. If the communication officer fails to submit a bid within the time allotted, they will be passed over. No employee who has been passed over will be moved to the bottom of the list but will bid when they return to work or request to do so. That employee will not be able to bump the shift bid by another employee already in place.

Shift re-bid procedures:

12.5.6.4 When the re-bid starts, the shop steward or designee will begin asking Communication officers for their shift bids by seniority within their classification and work location at the time. Once notified in person or by phone, they will have two (2) duty hours to complete their shift bids. If a COs bid comes up during their regular day off or while they are on PTO or other kind of leave, the shop steward or designee will notify the communication officer by phone and text. The CO will have twelve (12) hours to complete their bid from the time of the phone call. If the CO fails to submit a bid within the time allotted, they will be passed over. No employee who has been passed over will be moved to the bottom of the list but will bid when they return to work or request to do so. The employee will not be able to bump and shifts bid by another employee already in place.

The intent is to implement this MOU during the current bidding process once proper notification has been made to the effected employees so that nobody is unintentionally skipped over during their turn to bid due to missing their notification without prior knowledge of this MOU.

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Lori Markham, Executive Director Date

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