

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

Several Federal and State Laws provide for penalties against an employer that retaliates against an employee for being off work due to a medical condition. SREC has found that a significant number of employees who take unprotected leave, take it for a medical condition. In reviewing the current collective bargaining agreement and relevant MOU's, both the Union and SREC believe that it is no longer in either parties best interest to deduct seniority from an employee that is on unprotected leave. As a result, the parties agree to amend Article 17 – Seniority, as follows:

17.1 Seniority Defined:

17.1.1 – Seniority shall be determined by the length of continuous service in a position with SREC (to include the County/City and SREC, continuous combined length of service seniority).

EXCEPTION – All employees who were employed by SREC on July 1, 2019, shall retain seniority in the discipline they were assigned to when SREC formed. For example, a tenured law dispatcher transitioning to fire dispatch would be senior to less tenured fire dispatchers who transitioned to fire dispatch after July 1, 2019, but junior to less tenured fire dispatchers who integrated into SREC on July 1, 2019, as a fire dispatcher.

17.1.2 If employees from other agencies are integrated into SREC, they shall be placed below all existing employees for purposes of seniority. Both parties mutually agree to meet and discuss any other negotiable items that may come up in an integration.

17.2 Seniority for the benefit date will be the hire date to include employment with SREC, County, City employers (to include outside of Emergency Communication employment with the aforementioned entities)

17.3 Seniority for benefit accrual will be hire date. Seniority for determining shift bids, vacation bids, etc. will be determined by hire date unless the exception in 17.1.1 applies.

17.4 Beginning May 1st, 2023, any leave without pay will not result in a loss of seniority.

17.5 All staff employed on or before July 1st, 2019, shall not be mandated to cross-train.

DocuSigned by:
Lori Markham 5/8/2023
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Lori Markham Date
Executive Director

DocuSigned by:
Greg Beeman 5/8/2023
B801AB68E0F14BF...

Greg Beeman, Date
Staff Representative

DocuSigned by:
Jeff Tower 5/8/2023
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Jeff Tower Date
HR Manager

DocuSigned by:
Amanda Vandenberg 5/16/2023
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Amanda Vandenberg, Date
President 1553 EC