

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

Extra Help Supervisors

Qualifications - Extra Help Supervisors will be fully qualified to work in the discipline that they are assigned.

Schedule - The Operational Manager or designee will determine if a schedule is necessary for the Extra Help position being filled or if the Extra Help will be filled as needed. If a set schedule is desired it will be established based upon the staffing needs of SREC. Extra Help Employees will not be scheduled more than 16 hours per week and shall not work more than 69 hours per month.

Wage – Extra Help Supervisor wage will be established based on the duties being performed and outlined in a written offer prior to the employee accepting employment.

Overtime – Overtime will be offered to qualified Local 1553-ES members first. If less than 24 hours prior to the start of the scheduled overtime, Extra Help employees may volunteer to work the hours, but not be required to work.

Extra Help employees will only be paid over time when they exceed 40 hours of work during their work week.

Holidays – Extra Help employees scheduled to work on a SREC recognized holiday will work that day at their regular rate of pay, unless staffing is above minimum. If staffing is above minimum then Local 1553-ES members will be given the option of not working the Holiday first. If no 1553-ES member requests the day off then the Extra Help employees may have the day off without pay.

Benefits - Extra Help employees are not entitled to any benefits or accrued time off other than as required by law under Washington Paid Sick Leave.

Training - Extra Help employees will be subject to the same training and qualification rules as all other Supervisors in the discipline they are assigned.

This MOU will expire at 23:59 on December 31, 2024 unless all parties extend it by mutual agreement.

For the Employer:

DocuSigned by:
Lori Markham 3/30/2023
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Lori Markham
SREC Executive Director

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Jeff Tower
SREC Human Resources Manager

For the Union:

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Natalie Hilderbrand, Staff Representative

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Todd Devenish, President, Local 1553 ES

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Cassidy Haas, Vice President, Local 1553-ES