

**MEMORANDUM OF UNDERSTANDING BY AND BETWEEN COUNCIL
2 OF COUNTY AND CITY EMPLOYEES AFSCME AFL-CIO AND
SPOKANE REGIONAL EMERGENCY COMMUNICATIONS**

MEMORANDUM OF UNDERSTANDING (MOU)

Between

Spokane Regional Emergency Communications (SREC)

And

**The Washington State Council of County and City Employees, Council 2
AFSCME AFL-CIO, (Union)**

WHEREAS, the Employer and Union (“the Parties”) recognize that SREC was able to secure a replacement insurance benefit package comprised of the attached Kaiser Permanente Access PPO, Kaiser Permanente Core HMO, Delta Dental, Willamette Dental, Voluntary Life and AD&D, Group LTD, Short Term Disability Plan, FSA/Cobra, and Employee Assistance Program, that for all intents and purposes create a status quo medical package and,

WHEREAS, the Employer has an organizational need to change the pay period which will cause a lag in pay and,

WHEREAS, the Parties have agreed to provide a one time “Lag Pay” benefit consisting of the following language;

***Lag Pay.** SREC will agree to pay a signing bonus effective July 1, 2019 equal to the amount of 40 hours pay, (5 days x 8 hours a day) at the employee’s June 30, 2019 pay rate, payable on July 15, 2019. SREC also agrees to provide a no interest loan to bridge the gap between July 15, 2019 and July 23, 2019, and,*

WHEREAS, The parties have agreed to the following language on the Management Rights Provision;

Management Rights

Except as expressly stated herein, Employer shall retain all rights and authority necessary for Employer to operate and direct the affairs of SREC in all of its various aspects, including, but not limited to:

- *the right to direct the workforce;*
- *to plan, direct and determine the methods, means, organization and number of personnel by which such operations and services are to be conducted;*
- *to assign and transfer employees;*
- *to schedule working hours;*
- *to assign overtime;*
- *to hire, promote, demote, suspend, discipline or discharge for just cause;*
- *to lay off or relieve employees;*
- *to make and enforce reasonable rules and regulations;*

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- *and to change or eliminate existing methods, equipment or facilities; to establish work, performance and productivity standards and, from time to time, to change those standards;*
- *and to take any and all actions as may be necessary to carry out SREC's mission in emergencies.*

NOW THEREFORE, for the mutual benefit of Employer and Union, the Parties immediately agree to the above provisions while continuing to negotiate all of the remaining proposals that have already been, and will be provided by the Union and SREC.


For Employer


Bryan Collins
SREC Governing Board Chair


Steve Reinke
SREC Executive Director

Dated: July __, 2019

For Union


Bill Keenan, Director of Organizing
AFSCME Council 2

Dated: July 2, 2019