

MEMORANDUM OF UNDERSTANDING (MOU)
Between
Spokane Regional Emergency Communications, and
Washington State Council of County & City Employees Council 2, AFSCME

BACKGROUND: The Parties wish to clarify their understanding concerning the use of Communication Officers I, II, III and Communications Supervisors for voluntary overtime coverage of Communications Officer I shifts.

To that end, the parties have met and agreed that in the event Communications Officer I staffing coverage is needed, any resulting overtime posted will be offered in the following order:

1. First offered to Communications Officer I employees as voluntary overtime, and then
2. Extra Help Communications Officer I employees, and then
3. Communications Officer II or III employees as voluntary overtime who have been trained and who are qualified to do the work of Communications Officer I employees, and then
4. Communications Supervisors as voluntary overtime who have been trained and are qualified to do the work of Communication Officer I employees.

In the event that required staffing coverage cannot be met by the voluntary overtime steps above, forced/mandatory overtime for Communications Officer I employees as outlined in the current 1553 Addendum between the Union and Spokane County will be followed until this MOU is renegotiated or a contract between the Union and SREC is bargained.

For Employer



Bryan Collins
SREC Governing Board Chair



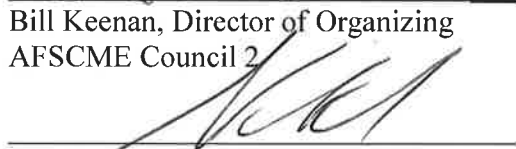
Steve Reinke
SREC Executive Director

Dated: July 18, 2019

For Union



Bill Keenan, Director of Organizing
AFSCME Council 2



Gordon Smith, Staff Representative



Natalie Hilderbrand, Staff Representative



KJ Petersen, Head Steward



Veronica Hamm, Head Steward

Dated: July 25, 2019