

Memorandum of Understanding

The purpose of this Memorandum of Understanding between the Washington State Council of County and City Employees Locals 3758 and 3758-S (the "Unions") and the Timberland Regional Library (the "Library") is to memorialize the parties' agreement to allow limited paid release time from July 2016 through December 2016, for the purpose of contract negotiations for contract cycle 2016-2018.

Recitals

Section 4.1 of the 2014-2016 Collective Bargaining Agreements states: "Library work hours shall not be used by employees or Union representatives for the conduct of Union business or the promotion of Union affairs other than as stated in this Agreement."

On April 5th, 2016, participants from the Union and Management attended a collaborative bargaining training session presented by PERC. At this meeting, the parties verbally agreed that it would be a positive, collaborative benefit in Union/Management relations to hold this year's successor bargaining sessions during paid work time on a trial basis.

Because Section 4.1 of the CBA does not currently allow for paid release time for the purposes of collective bargaining, the parties have agreed to this MOU for the purpose of not applying the language of Section 4.1 from July 1, 2016 hereof to December 31, 2016, for contract negotiations only.

Agreement

Now, therefore, the parties agree as follows:

- 1) For the purposes of negotiating a successor agreement to the 2014-2016 Collective Bargaining Agreements between the parties, two (2) union members from each bargaining unit (Locals 3758 and 3758-S) will be released from their regular duties, with pay. No more than two (2) members from each bargaining unit shall be excused from work without loss of pay for time spent negotiating when such negotiations occur during the employee's normally scheduled work period and provided such absences from work shall be scheduled sufficiently in advance so as to allow the employee's department head to avoid impairment of services. No overtime or compensatory time will be incurred as a result of negotiations and/or travel to and from negotiations. Travel to and from the bargaining sessions by Union bargaining team members shall not be considered compensable time.
- 2) Unless mutually agreed otherwise, the parties will hold bargaining sessions from 1pm-5pm in the afternoon. Provided Union bargaining preparations will occur on unpaid time before or after the scheduled time.

Signed and Dated this 9 day of May, 2016.

Timberland Regional Library:



Washington State Council of County and City Employees, Local 3758:



Washington State Council of County and City Employees, Local 3758-S:

