

MEMORANDUM OF UNDERSTANDING

By and between

Thurston 911 Communications

And the

WSCCCE Local 618C

Re: Part-Time (0.5) FTEs

Whereas, the Employer is establishing two part-time (0.5) shifts in 2018, which will work a 4/4 4/3 shift comprised of five hours per day. As the collective bargaining agreement is silent for 0.5 FTEs working the above schedule for rest/meal breaks, overtime and compensatory time, the parties agree to the following:

Article 5.3 Rest/Meal Breaks: Employees will receive one 30-minute paid meal period during their five (5) hour shift. Any additional hours worked in the same shift will follow policy HR 310 – Breaks and Meal Periods which outlines the number of breaks and meal periods based on hours worked per shift. For example, shifts of 6-7 hours per day will include one 15-minute rest break and one 30-minute meal period.

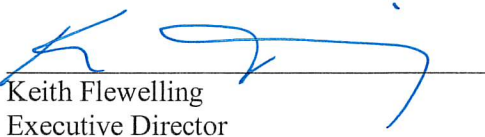
Article 5.4 (A) Overtime: Regular, part-time employees are scheduled to work an average of 975 hours on an annual basis (approximately 18.75 hours per week). Regular, part-time employees shall be paid at their regular rate of pay for all hours worked in excess of their regularly scheduled shift. However, these employees shall be paid, at the rate of one and one-half (1½) times their regular rate of pay, for all compensable hours in excess of ten hours per day or 40 hours per FLSA workweek.

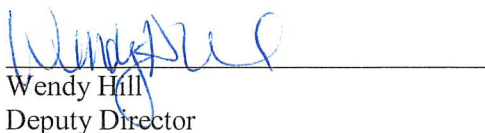
Article 5.5 Compensatory Time: The maximum accrual of compensatory time shall be prorated to match the FTE.

Per existing language in the current collective bargaining agreement, wages and benefits will be prorated to match the FTE.

This memorandum of understanding is effective January 1, 2018.

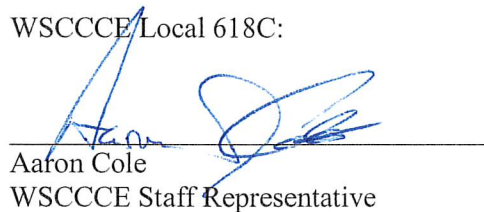
Thurston 9-1-1 Communications:

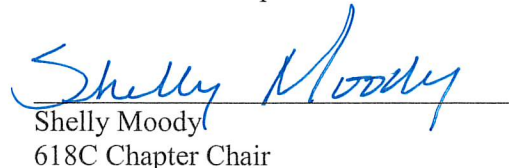

Keith Flewelling
Executive Director


Wendy Hill
Deputy Director

December 4, 2017

WSCCCE Local 618C:


Aaron Cole
WSCCCE Staff Representative


Shelly Moody
618C Chapter Chair

December 4, 2017