

MEMORANDUM OF UNDERSTANDING

By and between

Snohomish County

and

Professional and Technical Employees Local 17 (Environmental Health Unit)

This Memorandum of Understanding is by and between Snohomish County ("the County") and the Professional and Technical Employees Local 17 (Environmental Health Unit) ("the Union") regarding compensation for employees required to work on a County observed holiday.

Background

The Health Department joined Snohomish County government in January 2023. Prior to that, local public health services were provided by the Snohomish Health District ("the District"), an independent special purpose district. Former Health District staff and programs were integrated into the County, becoming the Health Department. During the transition from the District to the Health Department, the unions that represented former District employees negotiated new collective bargaining agreements with the County, preserving certain provisions from their contracts with the District.

In bargaining the new collective bargaining agreement, the issue of compensation for working on a holiday was not brought forward as an issue. County Code does provide for employees working on a holiday to get one and one-half times (1 ½ X) their straight-time rate of pay (two times (2 X) on Thanksgiving and Christmas days) but does not provide employees with the ability to "bank" hours worked on a holiday. The practice when the employees were working for the former District was that employees could choose to "bank" their hours worked into their compensatory time bank subject to those limitations. The County's payroll system does not allow employees to "bank" holiday hours into existing compensatory time banks. The parties have discussed this issue and through this Memorandum of Understanding have agreed to this resolution as a form of compromise over the compensation for working on a holiday.

Agreements

The parties agree that employees who work on a County-observed holiday have the choice of receiving their one and one-half times (1 ½ X) compensation (or two times (2 X) for Thanksgiving and Christmas days) for working on a holiday in pay or banked as time in a separate holiday leave bank. Any use of holiday leave time would be subject to supervisory approval in the same manner as vacation. This is in addition to the employee's regular holiday pay.

The holiday leave bank shall have a cap of 40 hours which will not be exceeded at any time. Any hours over 40 requested to be banked will automatically be paid.

This memorandum of understanding is in place for the duration of the current 2023 collective bargaining agreement between the parties and shall specifically expire upon implementation of the successor collective bargaining agreement.

Agreed to this 7th day of November, 2023.

For THE COUNTY

Signature: *Rob Sprague*
Rob Sprague (Nov 17, 2023 08:32 PST)

Email: robert.sprague@co.snohomish.wa.us

Rob Sprague
Human Resources Deputy Director

Signature: *Dennis E. Worsham*
Dennis E. Worsham (Nov 17, 2023 08:29 PST)

Email: dennis.worsham@snoco.org

Dennis Worsham
Director – Health Department

For THE UNION

Signature: *Karen Estevenin*
Karen Estevenin (Nov 7, 2023 17:18 PST)

Email: karen@protec17.org

Karen Estevenin
Executive Director












2023-10 Holiday Banking MOU - revised

Final Audit Report

2023-11-17


Created:	2023-11-07
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-  Document created by Rob Sprague (robert.sprague@co.snohomish.wa.us)
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-  Document emailed to karen@protec17.org for signature
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-  Signer dennis.worsham@snoco.org entered name at signing as Dennis E. Worsham
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