

THIRD EXTENSION TO AGREEMENT REGARDING THREE-DAY IN-OFFICE MINIMUM

This Third Extension to the Agreement executed in 2025 regarding the three-day in-office minimum (“Third Extension Agreement”) is entered into by and between the City of Seattle (“City”) and PROTEC17, IBEW Local 46, AFSCME Council 2, Seattle Dispatchers’ Guild, Teamsters 117, and Teamsters 763 (each individually, a “Union,” and collectively, the “Unions”).

RECITALS

WHEREAS, the City and the Union entered into an Agreement regarding a three (3) day per week in-office minimum, effective January 2, 2025 (“Agreement”); and

WHEREAS, the Parties previously agreed on December 23, 2025, to extend the Agreement through April 1, 2026, and thereafter through July 31, 2026 (“Second Extension Agreement”); and

WHEREAS, Section 8 of the Agreement executed in 2025 provides that the Agreement may be reopened or extended by mutual agreement of the Parties; and

WHEREAS, the Parties now mutually desire to further extend the term of the Agreement;

NOW, THEREFORE, in consideration of the mutual covenants contained herein, the Parties agree as follows:

1. Extension of Term

- The term of the Agreement is hereby extended through August 1, 2027.
- Nothing in this Third Extension Agreement shall preclude either the City or the Union from proposing or bargaining over the subject matter of this Agreement prior to or during negotiations for a successor collective bargaining agreement. However, the continuation of the terms of this Third Extension Agreement beyond August 1, 2027, shall be governed solely by Section 4 of this Third Extension Agreement.

2. Future Extension Negotiations

- The Parties agree to meet no later than sixty (60) days prior to the expiration of this Third Extension Agreement (June 1, 2027), to negotiate the terms of any extension.

3. In-Office Minimum

- During the term of this Third Extension Agreement, the required in-office minimum shall not exceed the current requirement of three (3) days per week, and the terms and conditions of the Agreement and the Third Extension Agreement,, as previously extended, shall remain in effect during the term of this Third Extension unless otherwise modified by mutual written agreement of the Parties.

4. Status During Extension Discussions

- If, upon the expiration of this Third Extension Agreement, the Parties are actively engaged in discussions regarding a possible further extension of the Agreement, the City agrees to continue the terms of this Agreement during such discussions until such extension discussions conclude.

5. No Other Changes

- Except as expressly modified by this Third Extension Agreement, all other terms and conditions of the Agreement executed in 2025, as previously extended, shall remain in full force and effect throughout the extension period.

6. Entire Agreement

- This Third Extension Agreement, together with the Agreement executed in 2025 and all prior extensions, constitutes the entire agreement of the Parties with respect to the Agreement, Second Extension Agreement, and Third Extension Agreement.

7. Execution

- All Parties will sign one original copy of this Third Extension Agreement, and that single signed document will be the official and binding Agreement.

IN WITNESS WHEREOF, this Extension has been executed and delivered by the City of Seattle and the Union as of the Effective Date, which is the date of the last signature.

CITY of SEATTLE:


William Winfield (07/24/2026 08:41:02 PDT) 07/24/2026

William Winfield
Labor Relations Director

Date

SIGNATORY UNIONS:


Karen Estevenin (07/24/2026 14:27:55 PDT) 07/24/2026
Karen Estevenin Date
Executive Director
PROTEC17


Suzette Dickerson (07/27/2026 10:21:23 PDT) 07/27/2026
Suzette Dickerson, Staff Rep. Date
WSCCCE Local 21SP


Gillian Burlingham (07/24/2026 11:47:34 PDT) 07/24/2026
Gillian Burlingham, Business Rep. Date
IBEW Local 46


Mary Keefe (07/24/2026 16:06:54 PDT) 07/24/2026
Mary Keefe, Sr. Business Agent Date
Teamsters, Local 763


Jason Canfield (07/27/2026 10:21:23 PDT) 07/27/2026
Jason Canfield, Staff Rep. Date
WSCCCE Local 21, 21C, 21Z


Paul Dascher (07/27/2026 10:21:23 PDT) 07/27/2026
Paul Dascher Date
Secretary-Treasurer
Teamsters, Local 117


Jennifer C Clayton (07/24/2026 15:00:28 PDT) 07/24/2026
Jen Clayton, President Date
Seattle Dispatchers' Guild