

MEMORANDUM OF UNDERSTANDING
Between the
Issaquah School District
And
International Association of Machinists

The following *Memorandum of Understanding* is made and entered into between the Issaquah School District and the International Association of Machinists Employees concerning the mandatory closing of schools by Washington State Governor Inslee due to COVID-19 beginning April 29, 2020 to August 31, 2020 and is subject to the following:

1. Any member that meets one or more of the higher risk criterion will be placed on *Paid Administrative Leave* effective immediately and for the duration of the Stay Home, Stay Safe order. Higher risk criterion as defined by Public Health include:
 - People 65 years and older
 - People with chronic lung disease or moderate to severe asthma
 - People who have serious heart conditions
 - People who are immunocompromised
 - Many conditions can cause a person to be immunocompromised, including cancer treatment, smoking, bone marrow or organ transplantation, immune deficiencies, poorly controlled HIV or AIDS, and prolonged use of corticosteroids and other immune weakening medications
 - People with severe obesity (body mass index [BMI] of 40 or higher)
 - People with diabetes
 - People with chronic kidney disease undergoing dialysis
 - People with liver disease
2. All members will be guaranteed attendance incentive under the Collective Bargaining Agreement Article 12 (b), second semester at \$500 to be paid in October.
3. A flexible schedule may be communicated and approved by the Foreman or Director of Transportation during the duration of the Governors Stay Home, Stay Safe order. Once the Stay Home, Stay Safe order is lifted, mechanics will resume working their contracted hours.
4. If minimum staffing levels are not achieved (minimum staffing is defined as at least 2 employees) the employee may be assigned an alternative shift by the Foreman to ensure safety.
5. Mechanics will be offered free childcare at one of our childcare sites for their own kindergarten to fifth grade aged dependent/s while working their assigned shift.
6. Any bargaining unit member quarantined by the King County Public Health Department will be put on Paid Administrative leave until which time their quarantine has ended.
7. If a mechanic refuses assigned work due to becoming ill, being a care-taker of someone in one of the high risk categories, or other personal reasons, they shall access accrued leave including Illness/Injury/Emergency Leave. The parties will continue to discuss FFCRA implementation and will follow any and all regulations and laws related to the implementation. If all leave has been exhausted, Shared Leave may be accessed

depending on eligibility. Unpaid Leave may also be used upon authorization from Human Resources.

This MOU will not be precedent setting and shall expire on August 31, 2020.

For the District
Jacob Kuper
Digitally signed by Jacob Kuper
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Date: 2020.04.29 14:23:22 -0700

Jake Kuper, Chief Financial Officer

Date

International Association of Machinists



Steve Miller, Business Agent

4/30/20
Date