

MEMORANDUM OF UNDERSTANDING
by and between
ISSAQUAH SCHOOL DISTRICT
And
UNITED CLASSIFIED WORKERS UNION #4795

The Union and the District agree that continuing to provide meals to Issaquah students is of the utmost importance during the COVID-19 pandemic. In order to continue to meet the needs of these students and keep our members safe, the parties agree 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 mandatory school closing. Higher risk criterion as defined by Public Health include:
 - People who are 60 years and older;
 - People who are pregnant;
 - People with weakened immune systems; or
 - People with underlying chronic health conditions, including heart disease, lung disease, or diabetes.
2. During Paid Administrative Leave, bargaining unit members will continue to accrue all contractual benefits at the same rate as regular working hours and will not have negative impacts on their Attendance Incentive.
3. Beginning March 18, 2020, all members not on *Paid Administrative Leave* will be assigned work on a shift basis. Although an assigned shift may be less in duration than a members contracted hours, they will be paid their full contracted hours. Shift hours may be adjusted based on need (start/end times).
4. If more bargaining unit members agree to come to work than work is available, priority dismissal will be ranked by highest seniority.
5. Bargaining unit members will only be required to work their regular FTE. Bargaining unit members may volunteer for working extra hours, and these hours will be assigned by seniority. If overtime hours are available, overtime hours will be made available by seniority.
6. If a member refuses assigned work due to being a care-taker of someone in one of the high risk categories, or other personal reasons, they shall access accrued leave including Personal/Illness/Injury/Emergency Leave. 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.

7. Members 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.
8. Any bargaining unit member quarantined by the King County Public Health Department will be put on Paid Administrative until which time their quarantine has ended.
9. Bargaining unit members who work shifts will have first priority to volunteer to work shifts offered during Spring Break, April 13 - 17, will be paid hours worked. Break shifts will be assigned on seniority basis to eligible bargaining unit members. During the week of April 13-17, members will receive 1.5 times the regular hourly rate for hours worked.
10. If safety concerns arise, the union may request a meeting with the district to discuss Safety Protocols regarding COVID 19 as needed.

This agreement is nonprecedential and will remain in effect through March 18 to April 24, 2020. This agreement may also be extended or terminated upon mutual agreement between the parties hereto and pursuant to the terms and conditions of this agreement.

UNITED CLASSIFIED WORKERS UNION
#4795

ISSAQUAH SCHOOL DISTRICT

By Barbara Kraupis

By 

Date 3/17/2020

Date 3/17/2020