

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 March 17, 2020 to April 24, 2020 and is subject to the following:

- 1) Any mechanic 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) 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) 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.
- 4) A flexible schedule may be communicated and approved by the Foreman or Director of Transportation.
- 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 chooses to stay home to be a care-taker of someone in one of the high risk categories, or other personal reasons, they shall access accrued leave including Vacation/ 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.

This MOU will not be precedent setting and shall expire on April 24, 2020.

For the District



Jake Kuper, Chief Financial Officer

3-23-2020
Date

International Association of Machinists



Mathew Roske, Union Steward

3.23.2020
Date