

## **Memorandum of Understanding**

**Between**

**PTE Local 17**

**And**

**Skagit County**

**December 2011**

As a result of layoffs within the Bargaining Unit it became necessary to clarify language regarding Seniority, Layoff and Recall. It is understood that all current agreement language remains in effect. The intent of this memorandum is to clarify the intent of the existing agreement. The parties have reached the following agreements:

- Should a tie in seniority exist all of the employees sharing the same seniority date within a Bargaining Unit CBA shall place their names in a hat. A representative from the Human Resources Department, as witnessed by two Union Stewards, shall draw names out of the hat. The employee whose name is drawn first shall be considered the most senior and the order of seniority shall continue in descending order until the last employee's name is drawn. The drawing shall occur as soon as reasonably possible following date of layoff notification. The seniority established by the hat draw shall remain in place for the duration of the employees' employment and through the applicable recall period.
- It is understood that an employee's seniority date begins on the most recent day an employee becomes a "regular" employee (also commonly known as a "benefitted" employee) of Skagit County. Seniority includes all continuous time from the most recent seniority date as a "regular" status employee with Skagit County regardless of union status, bargaining unit status, non-union status, or otherwise.
- Employees who are not members of the bargaining unit are not permitted to bump an employee within that bargaining unit.
- Qualified employees shall be recalled in order of seniority, with the most senior employee recalled first, to positions in their same class or within their reduction in force unit to an equal classification or progressively lower classification.
- Employees who are moved into a lower classification as part of the reduction in force process or recall shall be placed or remain on the recall list in order of seniority so that they shall be recalled in the same manners as employees who terminate employment due to layoff.

DATED this \_\_\_\_ day of \_\_\_\_ in the year \_\_\_\_\_.

\_\_\_\_\_  
Sharon Dillon, Chair

\_\_\_\_\_  
Ron Wesen, Commissioner

\_\_\_\_\_  
Kenneth Dahlstedt, Commissioner

DATED this \_\_\_\_ day of \_\_\_\_ in the year \_\_\_\_\_.

\_\_\_\_\_  
PTE Local 17 Executive Director

\_\_\_\_\_  
PTE Local 17 Union Representative

\_\_\_\_\_  
Health Department Steward

\_\_\_\_\_  
GIS and Planning Group 2 Steward

\_\_\_\_\_  
Planning Group 1 Steward

\_\_\_\_\_  
Dept. of Emergency Management Steward