



BRAUN

C O N S U L T I N G
G R O U P

Personnel & Labor Relations

December 5, 2007

Carrie Blackwood
IFPTE Local 17
2900 Eastlake Avenue E - Suite 300
Seattle, WA 98102

By Electronic Mail Only

Re: Skagit County – IFPTE Local 17; New Labor Agreements, Section 10.5

Dear Carrie:

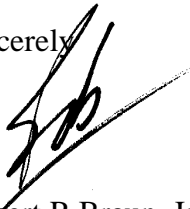
You have recently brought to our attention that when we removed the old 10.5 we removed the part which allowed as County policy does the ability to have paid FMLA by using sick or vacation.

With the removal the contract becomes silent on the issue and this letter is to confirm that County policy will apply to Bargaining Unit employees in the same way it applies to all other County employees.

Please consider this letter as a clarification confirming the intent of the parties to continue to have sick-leave and/or vacation use during concurrent periods of FMLA observance as outlined in County policy continue to be a condition of employment for Bargaining Unit employees.

If you have any questions please call, leaving a detailed message if I am not available.

Sincerely,



Robert R Braun, Jr.
B.Braun@BraunConsulting.com

c: County HR