

## Memorandum of Understanding

This Memorandum of Understanding is reached between the International Federation of Professional and Technical Engineers, Local 17 (“Local 17”), representing the Environmental Health Unit, and the Snohomish Health District (the “District”), to memorialize an agreement reached regarding the intent of language included in the collective bargaining agreement covering the period between January 1, 2005, through December 31, 2007.

In accordance with Section 10.2, when an employee is required to substitute weekend hours for those hours defined as the basic work day, the following shall apply:

1. Employees shall not be required to work weekend shifts of less than 8 hours (prorated for part-time employees).
2. Employees shall not be required to work a weekend if they have been approved for annual leave on the Friday preceding or Monday following the weekend.
3. If no employee volunteers to work a particular weekend shift, assignment of the shift will be made on a rotating basis beginning with the least senior available and qualified staff.
4. Employees will not be required to substitute hours worked on a holiday for hours defined as the basic work day.

Signed and Dated this \_\_\_\_\_ day of \_\_\_\_\_, 2005.

Snohomish Health District

International Federation of Professional  
and Technical Engineers, Local 17

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By \_\_\_\_\_  
Its \_\_\_\_\_

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By \_\_\_\_\_  
Its \_\_\_\_\_