

## Memorandum of Understanding

The purpose of this Memorandum of Understanding between the International Federation of Professional and Technical Engineers, Local 17 ("Local 17"), representing the Allied Health Professional Unit and the Environmental Health Unit, and the Snohomish Health District (the "District") is to memorialize agreements reached between the parties regarding the District's participation in the Public Health Inter-Jurisdictional Mutual Aid Agreement (the "Agreement").

### Recitals

In August 2008, the District became a signatory to the Agreement. The Agreement permits participating public health agencies to request assistance from other participants to deal with declared emergencies. As part of its participation in the Agreement, the District has asked all of its employees register as emergency workers. The parties have discussed the Agreement and the emergency worker registration process, and have reached the following understandings.

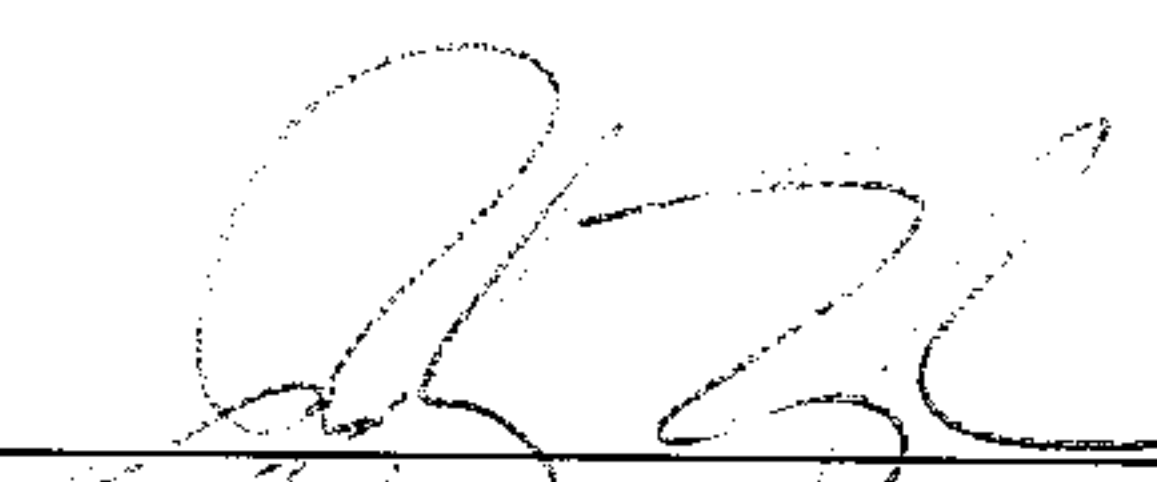
### Agreement

Now, therefore, the parties agree as follows:

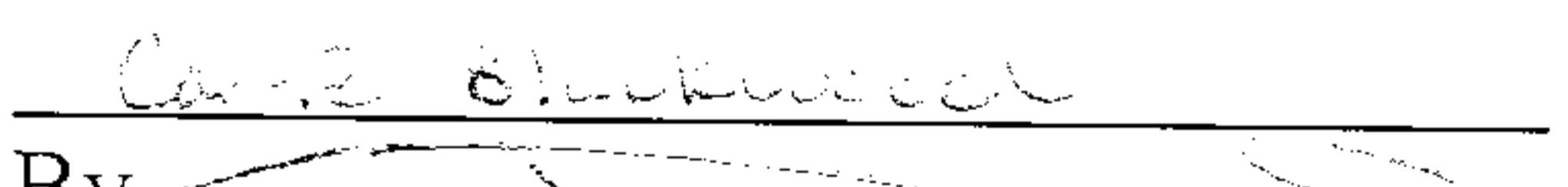
1. All employees represented by Local 17 will be expected to complete the emergency worker registration process.
2. In the event of a declared emergency, Local 17 employees who work beyond their regularly scheduled hours will be paid overtime for such hours.
3. Except as provided in Paragraph 2, this Memorandum of Understanding will not change the provisions of Article 10 – Hours of Work of the parties' collective bargaining agreements.

Signed and Dated this 18 day of Sept, 2008.

Snohomish Health District

By   
Its Attorney

International Federation of Professional  
and Technical Engineers, Local 17

By   
Its Union Representative