

## MEMORANDUM OF UNDERSTANDING

WHEREAS the City of Washougal, Washington, hereinafter referred to as Employer, and Local 307W, herein referred to as Union, have contracted for the years of 2019-2021.

WHEREAS It is foreseen that the City of Washougal will see a significant revenue shortfall in 2020 due to COVID-19; and

WHEREAS Article 13.3 states that employees may accrue up to a maximum of 360 hours; and

WHEREAS Article 13.6 states that employees are eligible for vacation "buy-back" of accrued vacation time up to 80 hours upon request during the month of October and paid out in November; and

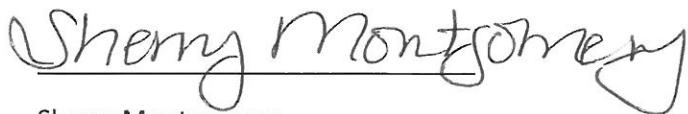
WHEREAS Article 27.1 states that Layoffs or reductions-in-force (including transfers for this purpose and reduction in hours) may be undertaken by the City due to budgetary reductions; and

WHEREAS Article 27.2 states that the City will attempt to avoid layoffs and whenever possible to consider alternatives to layoffs before final decisions are made; and

WHEREAS It is in the best of the City to maintain continuity of services in exploring alternatives in lieu of deploying layoffs according to Article 27.3;

NOW THEREFORE the parties agree to the following:

- There will be no vacation buy-backs for 2020
- The vacation cap will be immediately and temporarily increased to 450 from 360 hours for the 2020 calendar year
- The vacation accrual will be reduced to a cap of 360 hours by 12/31/2021
- Employees will follow the Administrative Mandatory Furlough Policy that will be in effect from June 1, 2020 through December 31, 2020.



Sherry Montgomery  
Local 307W President



Date



David Scott  
City Manager



Date