

MEMORANDUM OF UNDERSTANDING

BETWEEN

**LOCAL 307-W OF THE WASHINGTON STATE COUNCIL OF COUNTY AND CITY EMPLOYEES AND THE
AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES AFL-CIO**

AND

THE CITY OF WASHOUGAL, WA

The City and the Union agree to update the language in Article 11.1 "Call Back and On-Call Duty" of the collective bargaining agreement from,

"Minimum call back time for overtime compensation shall be two (2) hours at the applicable overtime rate for each call back in addition to overtime pay for actual hours worked. If an employee receives an additional call(s) within 30 minutes of clocking out from the previous call back no additional call back shall be made. Call back shall mean that the employee was unaware of the work assignment at the end of the previous shift. If an employee is called within thirty (30) minutes of the beginning of the shift, end of shift, or if an employee receives an additional call(s) within thirty (30) minutes of clocking out from the previous call back no call back payment shall be made. Call back shall mean that the employee is unaware of the work assignment at the end of the previous shift. This call back compensation can be taken in the form of overtime pay or compensation time."

to,


"Minimum call back time for overtime compensation shall be two (2) hours at the applicable overtime rate for each call back in addition to overtime pay for actual hours worked. If an employee receives an additional call(s) within 30 minutes of clocking out from the previous call back no additional call back shall be made. Call back shall mean that the employee was unaware of the work assignment at the end of the previous shift or call back. If an employee is called within thirty (30) minutes of the beginning of the shift, end of shift, or if an employee receives an additional call(s) within thirty (30) minutes of clocking out from the previous call back no call back payment shall be made. Call back shall mean that the employee is unaware of the work assignment at the end of the previous shift or call back. This call back compensation can be taken in the form of overtime pay or compensatory time."



David Scott, City Manager

December 6, 2023

Date



Chris Strong, AFSCME 307-W Representative

December 7, 2023

Date



Mike Boyer, Council 2 Staff Representative

December 7, 2023

Date